



**AGENDA, Eastern Kentucky University,
Board of Regents, Meeting**

February 22, 2019





E Before Me

Some of the world's most enduring businesses succeed because employees embrace a culture of stewardship. This type of culture promotes putting the mission of the business before individual or departmental needs. In such environments, employees recognize they are part of something bigger, and desire to make the company a little better than they found it.

Of course, Eastern Kentucky University is not a typical business. It is a mission-driven institution with a century-long legacy of student success and a massive footprint. In organizations of our size and importance, with so many divergent departments and competing priorities, it's easy to become siloed, to view individual department's needs as the most pressing, and to imagine that problems are not shared but the responsibility of someone in some other silo. In challenging times, such division can only weaken us. We must remember to put the mission first and trust that those around us are doing the same.

By embracing a culture of caring, we aren't just making ECU better than we found it, we're making the world better than we found it, because we're teaching and inspiring the next generation of thinkers, leaders and helpers. Only when all of us — faculty, staff, board members, administration and academics — share in the University's mission can we guarantee ECU's legacy will continue for another century and beyond.

**Eastern Kentucky University
Board of Regents**

Quarterly Meeting

February 22, 2019

**Black Box Theatre
Center for the Arts
Eastern Kentucky University**

Committee Meetings will begin at 12:30 p.m. and run consecutively.

SCHEDULE

- | | |
|------------|--|
| 11:30 a.m. | Lunch (optional)
Case Dining Hall |
| 12:30 p.m. | Convene Committee Meetings in Black Box Theatre, Center for the Arts

Student Life, Discipline and Athletics Committee

Institutional Advancement and Honors Committee

Finance and Planning Committee

Executive and Academic Affairs Committee |
| 1:30 p.m. | Convene Board Meeting in Black Box Theatre, Center for the Arts |
| 4:00 p.m. | Reception for Chair Emeritus Craig Turner
Main Stage, Center for the Arts |

Eastern Kentucky University
Board of Regents

Student Life, Discipline and Athletics Committee
Agenda

February 22, 2019

Black Box Theatre
Center for the Arts
Eastern Kentucky University

12:30 p.m.

- I. Swearing in of New Regent Lynn Taylor Tye (Justice VanMeter)
- II. Call to Order (Committee Chair Vasu Vasudevan)
- III. Action Item
 - A. Consent Agenda
 - i. Approval of the September 24, 2018 Student Life, Discipline and Athletics Committee Minutes (Vasu Vasudevan)..... 10
 - ii. Student Government Association Constitution Revisions (Ryan Wiggins).....12
- IV. New Business
- V. Adjourn

Eastern Kentucky University
Board of Regents

Institutional Advancement and Honors Committee
Agenda

February 22, 2019

Black Box Theatre
Center for the Arts
Eastern Kentucky University

- I. **Call to Order** (Committee Chair Richard Day)
- II. **Action Item**
 - A. Consent Agenda
 - i. Approval of the September 24, 2018 Institutional Advancement and Honors Committee Minutes (Richard Day) 23
 - B. Conferral of Honorary Doctorate (President Benson; Richard Day) 24
- III. **New Business**
- IV. **Adjourn**

Eastern Kentucky University
Board of Regents

Finance and Planning Committee
Agenda

February 22, 2019

Black Box Theatre
Center for the Arts
Eastern Kentucky University

- I. **Call to Order** (Committee Chair Juan Castro)

- II. **Information Item**
 - A. Financial Update (Barry Poynter).....28

- III. **Action Items**
 - A. Consent Agenda
 - i. Approval of the January 9, 2019 Finance and Planning Committee Minutes
 (Juan Castro) 34
 - B. Proposed Model Laboratory School Tuition and Fees for 2019-2020 (Barry Poynter)..... 36

- IV. **New Business**

- V. **Adjourn**

Eastern Kentucky University
Board of Regents

Executive and Academic Affairs Committee
Agenda

February 22, 2019

Black Box Theatre
Center for the Arts
Eastern Kentucky University

- I. **Call to Order** (Committee Chair Lewis Diaz)
- II. **Information Items**
 - A. Student Success Update (Dr. Eugene Palka) 40
 - B. Legislative Update (Dr. David McFaddin)
- III. **Action Items**
 - A. Consent Agenda
 - i. Approval of the January 9, 2019 Executive and Academic Affairs Committee Minutes (Lewis Diaz) 56
 - ii. Personnel Actions (President Benson) 58
 - iii. Academic Policy Revisions (Dr. Sherry Robinson)
 - a. Policy Revision 4.1.3, Academic Integrity..... 61
 - b. Policy Revision 4.1.15, Grade Appeals..... 70
 - c. Policy Revision 4.3.8, Posthumous Degrees 74
 - d. Policy Revision 4.4.14, Laboratory Safety..... 78
 - e. Policy Revision 4.6.5, Evaluation of Non-Tenured Tenure-Track Faculty 84
 - f. Policy Revision 4.7.2, Sabbaticals..... 92
 - iv. Recommended Retirement Transition Program Participants for 2019-2020 (Dr. Sherry Robinson) 100
 - v. Recommended 2019-2010 Sabbatical Leaves (Dr. Sherry Robinson) 102
 - vi. Administrative Policy Actions (Barbara Kent)
 - a. Policy Approval 9.3.3, Policy Governing Time, Place and Manner of Demonstrations, Meetings and Other Assemblies 104
 - b. Policy Approval 11.2.4, Information Security Policy 111
 - c. Policy Repeal 5.1.1P, Hazing Policy 120
 - B. Approval of Hazing Statement in Student Handbook (Bob Brown) 126
- IV. **New Business**
- V. **Adjourn**

**Eastern Kentucky University
Board of Regents**

**Regular Quarterly Meeting
Agenda**

February 22, 2019

**Black Box Theatre
Center for the Arts
Eastern Kentucky University**

1:30 p.m.

- I. Call to Order**
- II. Election of Officers**
- III. Information Items**
 - A. Committee Reports**
 - 1. Student Life, Discipline and Athletics Committee (Vasu Vasudevan)
 - 2. Institutional Advancement and Honors Committee (Dr. Richard Day)
 - 3. Finance and Planning (Juan Castro)
 - 4. Executive and Academic Affairs (Lewis Diaz)
 - B. Additional Reports to the Board**
 - 1. Matthew Winslow, Faculty Senate Chair
 - 2. Caelin Scott, Staff Council Chair
 - 3. Ryan Wiggins, SGA President
 - 4. Michael Benson, President
 - 5. Lewis Diaz, Chair
- IV. Action Items**
 - A.** Discussion and/or action on White Hall State Historic Site real property transfer
 - B.** Board Innovation Fund (Tom Martin) 132
 - C.** Consent Agenda
 - i. Approval of the January 9, 2019 Board Meeting Minutes (Lewis Diaz).....134
 - ii. Personnel Actions (President Benson) 58
 - iii. Academic Policy Revisions (Dr. Sherry Robinson)..... 61
 - iv. Recommended Retirement Transition Program Participants for 2019-2020 (Dr. Sherry Robinson) 100
 - v. Recommended 2019-2020 Sabbatical Leaves (Dr. Sherry Robinson) 102
 - vi. Administrative Policy Actions (Barbara Kent) 104
 - vii. Approval of Hazing Statement in Student Handbook (Bob Brown)..... 126
 - viii. Student Government Association Constitution Revisions (Ryan Wiggins)..... 12
 - ix. Conferral of Honorary Doctorate (President Benson; Richard Day) 24
 - D.** Proposed Model Laboratory School Tuition and Fees for 2019-2020 (Barry Poynter)..... 36
 - E.** Approval of Schedule for 2019 Board of Regents Regular Meetings.....149
- V. Executive Session**
- VI. New Business**
- VII. Other Business**
- VIII. Adjournment**

Eastern Kentucky University
Board of Regents

Student Life, Discipline and Athletics Committee
Agenda

February 22, 2019

Black Box Theatre
Center for the Arts
Eastern Kentucky University

12:30 p.m.

- I. Swearing in of New Regent Lynn Taylor Tye (Justice VanMeter)
- II. Call to Order (Committee Chair Vasu Vasudevan)
- III. Action Item
 - A. Consent Agenda
 - i. Approval of the September 24, 2018 Student Life, Discipline and Athletics Committee Minutes (Vasu Vasudevan).....10
 - ii. Student Government Association Constitution Revisions (Ryan Wiggins)..... 12
- IV. New Business
- V. Adjourn

**Eastern Kentucky University
Board of Regents
Student Life, Discipline and Athletics Committee
Meeting Minutes**

September 24, 2018

**Faculty Center for Teaching and Learning
Crabbe Library
Eastern Kentucky University**

I. Swearing in of New Student Regent Ryan Wiggins

Student Regent Ryan Wiggins was formally sworn in by Chief Circuit Judge Jean Chenault Logue.

II. Call to Order

Committee Chair Lewis Diaz called the meeting of the Student Life, Discipline and Athletics Committee to order at 1:07 p.m. at the Faculty Center for Teaching and Learning, Crabbe Library, Eastern Kentucky University. Committee Chair Diaz established a quorum was present.

Committee Members Present

Lewis Diaz
Laura Babbage
Bryan Makinen
Ryan Wiggins

Committee Members Absent

Alan Long

III. Information Items

A. Beach Volleyball Update

Committee Chair Diaz reported that on September 12, 2018, the University released its press release naming current Assistant Volleyball Coach Johnna Fouch as the Interim Head Coach of the beach volleyball team, and also reported that initial NCAA approvals have been received and moving forward with the implementation of the program. Chair Diaz congratulated Athletics Director Steve Lochmueller on a job well done and looks forward to the team competing in the near future.

B. Big E Welcome Recap

Dr. Gene Palka, Vice President for Student Success, presented a Big E Welcome recap, a copy of which is incorporated herein and will be included with the official copy of the minutes.

IV. Action Item

A. Consent Agenda

i. Approval of the June 25, 2018 Student Life, Discipline and Athletics Committee Meeting Minutes

Regent Makinen moved to approve the minutes of the June 25, 2018 meeting of the Student Life, Discipline and Athletics Committee. The motion was seconded by Regent Babbage. The motion passed by voice vote.

V. New Business

There was no new business.

VI. Adjourn

Without objection, Committee Chair Diaz declared the meeting of the Student Life, Discipline and Athletics Committee of the Board of Regents adjourned at 1:20 p.m.

PREAMBLE

We the students of Eastern Kentucky University, in order to form a more perfect association, to provide ~~for~~ a representative body, to promote student self-governance, to participate in the policy and decision-making processes of the University community, to foster an environment which will promote academic growth, to promote communications and understanding within the University community and beyond, and to encourage awareness of and participation in a democratic society, do hereby establish this Constitution for the Eastern Kentucky University Student Government Association.

ARTICLE I General Matters

- Section A. In the spirit of shared governance, the Student Government Association is recognized as an official representative body by the approval of the Board of Regents. The Association is afforded a maximum aggregate of self-governance in its operations and to represent students in University affairs as provided in this Constitution or its Bylaws.
- Section B. Each student enrolled for credit at Eastern Kentucky University shall be a member of the Association.
- Section C. Each member shall have the right to vote in elections, to debate in open session (as opposed to executive session) Association meetings, and to participate in all activities of the Association except as provided otherwise in this Constitution or its Bylaws.
- Section D. The Student Government Association does not discriminate on the basis of age (40 and over), race, color, religion, sex, sexual orientation, gender identity, disability, national origin, veteran status, or genetic information in the admission to, or participation in, its membership, or any program or activity which it conducts, or in any policy or practice.
- Section E. All elected and appointed members of Student Government Association must maintain a minimum 2.5 (on a 4.0 scale) cumulative grade point average. The specific grade point average would not apply during the first semester of one's freshman year.
- Section F. Fall elections shall be held on the fourth Tuesday of class, and spring elections shall be held on the fourth Tuesday in March, unless that day falls on Spring Break, in which case the spring elections shall be held on the third Tuesday in March. The place and manner of the elections shall be prescribed by the SGA bylaws.
- Section G. The SGA Constitution ~~take precedence~~ all Bylaws or other SGA documents.

ARTICLE II Legislative Branch

- Section A. The advocative and legislative body of the Student Government Association shall be the Student Senate.
- Section B. Representation
1. It shall consist of Senators elected on an at-large basis. The at-large Senators shall consist of one Senator ~~per 500~~ students as determined by spring enrollment numbers at the time of the election. Members of the Student Senate shall be members of the Student Government Association as defined in Article I, Section B.

Commented [1]:

Commented [2]: Change preempt to shall take precedence

Commented [3R2]: should be "take precedence over"

Commented [4]: Changed from 600 to 500

2. Extended campuses shall have representation by any elected or appointed member of each SGA extended campus council, according to the SGA bylaws.

Section C. Authority and Duties

1. The Student Senate shall have the authority to pass acts and resolutions consistent with the SGA bylaws. Upon passing the Student Senate, the legislation shall be presented to the Student Body President for his or her approval.

2. The Senate may override a veto of the President of the Student Government Association by a 2/3's vote of the total voting membership.

3. The Senate may establish Special/~~Ad-Hoc~~ Committees as needed for the performance of its duties.

4. The duties of the Senate shall include addressing student rights issues, academic affairs issues, and any other issues that affect the student body as well as carrying out the ~~Student Organizational and Information Technology~~ funding processes.

5. The Executive Vice President shall temporarily become the acting President upon determination by the President or three-fourths majority vote of the Senate ~~voting~~ membership that the President is temporarily unable to serve.

Section D. Fifty percent plus one of the total membership of the Senate shall constitute a quorum.

Section E. ~~Robert's Rules of Order Newly Revised~~ shall govern the proceedings of the Senate except where in conflict with this Constitution ~~and~~ Special Rules of Order established by the Senate.

Section F. All members must serve on a Standing Committee of the Student Senate.

ARTICLE III
Executive Branch

Section A. The Executive Officers shall be the Student Body President, Executive Vice President, and the Vice President for Student Activities ~~Council~~.

Section B. The Student Body President

1. Qualifications

a. The President shall be a member of the Association, have and maintain at least a 2.5 (on a 4.0 scale) cumulative GPA, and be a full-time student. These requirements must also be met at the time of elections.

b. The President shall be at least a second-semester sophomore (completion of 45 academic hrs.) at the time he/she is elected. The last 12 hours earned must have been earned at ECU.

c. The President shall not be employed by Eastern Kentucky University in any capacity.

2. Authorities and Duties

- a. Executive authority shall be vested in the President of the Student Government Association.
- b. The President shall have the authority to veto or sign action of the **Student** Senate and Student Activities Council provided that he/she exercises such authority within ten **class** days following passage by the appropriate body.
 - i. A veto may be overridden by a 2/3 vote of the voting membership of the appropriate body.
 - ii. Failure to sign or veto an action within ten class days following passage by the appropriate branch constitutes approval.
- c. The President shall prepare annually a proposed budget for the expenditures of the Association.
- d. The President shall appoint a Chief of Staff, a Treasurer, and an Executive Secretary within 10 **class** days of his/her inauguration. ~~The President shall also appoint Directors as needed. These positions will be interim until confirmed by the Student Senate.~~
- e. **The President shall also appoint Directors as needed.**
- f. The President may appoint such Ad Hoc Committees of the Association as he/she deems appropriate.
- g. The President or his/her designee shall represent the Association at all functions where the Association is expected to be represented officially.
- h. ~~The President shall uphold and follow his/her obligations as set forth in the procedures and processes of Student Organizational funding.~~
- i. The President or his/her designee shall attend regularly and report to the Student Senate, **Student Activities Council**, and Student Court.
- j. The President shall have the authority to call a joint session of all branches with a 10 class days' notice.
- k. The President shall be responsible for appointing the Inspector General position in accordance with the guidelines set forth in Article V of this Constitution.
- l. The President shall maintain a minimum of 10 office hours per week.
- m. The President shall have the duty and authority to appoint student members to University committees.
- n. Upon permanent vacancy in the Office of the President, and in the case that the Executive Vice President and the Committee on Committees Chair are unable to fill the vacancy, an election shall be conducted by the Elections Committee, in accordance with the election bylaws to fill the executive slate of the Association.
- o. The President shall be responsible for filling the Chief Justice position in accordance with the guidelines set forth in this Constitution.

Section C. The Executive Vice President

1. The qualifications of the Executive Vice President shall be the same as those specified for the President.
2. Authority and Duties
 - a. The Executive Vice President shall preside over the **Student** Senate. Upon vacancy in the office of the President, the Executive Vice President shall become President of the Student Government Association for the unexpired term.
 - b. Upon vacancy in the office of the Executive Vice President, the Committee on Committees Chair shall become Executive Vice President for the unexpired term.
 - c. ~~The Executive Vice President shall serve as Interim Chief Justice in accordance with the SGA bylaws.~~
 - d. The Executive Vice President shall oversee all **formation** of committees of the Student Senate and shall advise the President in the nominations and appointments to all University Committees.
 - e. **The Executive Vice President shall appoint the Chairpersons of the Student Senate Committees and submit these appointments for approval to the Student Senate.**
 - f. **The Executive Vice President shall serve as administrator of all extended campus councils.**
 - g. The Executive Vice President shall maintain a minimum of 10 office hours per week.
 - h. The Executive Vice-President shall receive complaints concerning the misconduct of the Inspector General and may secure an appropriate remedy in accordance with the SGA bylaws.

Section D. The Vice President for Student Activities

1. The qualifications of the Vice President for Student Activities shall be the same as those specified for the President.
2. Authority and Duties
 - a. The Vice President for Student Activities shall preside over the Student Activities Council.
 - b. Upon the vacancy in the office of the Vice President for Student Activities, the **Associate Vice President** of the Student Activities Council shall become Vice President for the unexpired term.
 - c. The Vice President for Student Activities shall prepare, in consultation with the President and Treasurer, an annual programming budget to be approved by the Student Activities Council.
 - d. The Vice President for Student Activities shall appoint the Chairpersons of all Student Activities Council Standing Committees, and submit these appointments for approval to the Student Activities Council.
 - e. The Vice President for Student Activities shall maintain a minimum of 10 office hours per week.

Section E. The Executive Officers shall serve as long as eligible according to University regulations and until relieved by the inauguration of their successors, or removal from office as specified in the SGA bylaws.

1. The outgoing Executive Officers must remove their personal items from the Association office within 5 class days of relinquishing their duties.
2. The outgoing Executive Officers must meet with the incoming Executive Officer in a transitional meeting in which the outgoing officer shall discuss all matters concerning the office in which they shall vacate. The time, date, and location shall be determined by both the outgoing and incoming officers.

Section F. The Executive Cabinet

1. The Student Body President, Executive Vice President, Vice President for Student Activities, Chief of Staff, Treasurer, and Secretary shall constitute the Executive Cabinet.
2. The Executive Cabinet will serve in an advisory-only capacity to the President and all Executive Cabinet appointments shall be approved by a **simple majority of the voting membership**.
3. Non-Elected Members of the Executive Cabinet must be enrolled students with at least (12) completed undergraduate hours or three (3) graduate hours, and must be able to serve a full academic year.
 - a. The Chief of Staff will serve at the pleasure of the President. The Chief of Staff shall serve as the head of the Board of Directors. The Chief of Staff shall be administratively responsible for all Directors in fulfilling the requirements of their offices and carrying out the goals of the Student Body President and the Student Government Association.
 - b. The Treasurer will serve the Association by maintaining fiscal responsibility for all of its branches. The Treasurer shall keep accounts, deposit the Association's funds, and make expenditures in a manner approved by the Student Government Association Financial Advisor. The Treasurer shall assist the President to formulate the SGA Operational budget, and shall oversee the execution of all financial affairs of the Association.
 - c. The Executive Secretary will serve the Association by maintaining **administrative clerical** responsibility for the Executive Cabinet. The Secretary shall be responsible for all records, including minutes, agendas, and proposals of Executive Cabinet meetings.

Section G. The Board of Directors

1. The Board of Directors shall consist of any Directors the President deems necessary, and all Director Appointments shall be approved by a **simple majority of the voting membership**.
2. The Board of Directors must be enrolled students with at least (12) completed undergraduate hours or three (3) graduate hours, and must be able to serve a full academic year.
3. The Board of Directors shall report to the Chief of Staff.
4. Directors will lead specific areas and projects as determined by the President.

Article IV

Section A. Student Activities Council

1. The programming body of the Student Government Association shall be the Student Activities Council.
2. Composition
 - a. Members of the Student Activities Council shall be members of the Student Government Association as defined in Article I Section B.
 - b. The SAC selection committee shall appoint At-large members in a manner consistent with the SGA bylaws.
 - c. At-large members of the Student Activities Council must serve on one of the Standing Committees of the Council.
3. Fifty percent plus one of the voting members of the Council shall constitute a quorum.

ARTICLE V

Advisors and the Advisory Board

Section A. Advisors

1. The Student Government Association shall have **at least** one advisor serving each of the following bodies: Student Senate, SAC, Executive Cabinet, Student Court, **a Financial Advisor, and Executive Advisor.**

~~The Executive Cabinet can select an advisor for the Student Government Association or any of its branches with a simple majority vote. The Executive Cabinet will choose from a list provided by the appropriate SGA Vice President or Chief Justice. Each branch will select advisor(s) for branch based on the candidates provided to them by the Executive Advisor, following the process outlined in the Student Government Association Bylaws.~~
2. The new advisor will assume responsibility immediately upon approval. The former advisor will be relieved of his or her duty at that point. Both the outgoing and incoming advisor shall be informed in writing of their status in a timely manner.
 - a. **The Financial Advisor and Executive Cabinet Advisor will be approved by a simple majority vote of the Student Senate, all other advisor will be approved by a simple majority vote of the appropriate body.**
3. Advisors shall provide advice and insight to the branch or individual seeking advice. Advisors do not have the authority to spend money unless specified by the Student Government Association legislative protocol.
4. The branch advisors shall be responsible for attending their respective branch's meetings.
5. The advisors shall attend Advisory Board meetings.
6. The Chair of each body shall be responsible for communicating with the advisor for their respective body weekly.
7. The advisors shall be responsible for staying abreast on all matters pertaining to their bodies.
8. All SGA advisors shall be employees of the University.
9. The Student Government Association **Financial** Advisor shall have knowledge of University financial policies and procedures and **work in the Division of Financial Affairs.**

Section B. The Advisory Board

1. The Advisory Board shall be chaired by Executive Advisor, from the VP of Government Relations Office, and the voting membership shall be composed of the Student Senate Advisor, the Student Court Advisor, the Executive Cabinet Advisor, SAC Advisor, and the SGA Financial Advisor. Each Vice President, the Chief Justice, the Executive Secretary, and any other advisors within the Association shall be non-voting members of the Advisory Board.
2. The Advisory Board shall be considered a standing University committee, whose membership shall be determined ex officio, in accordance with Section B (1) of this Article.
3. The Advisory Board will meet once a month every semester to encourage communication, sharing of information and shared governance. The Chair may cancel the meeting if there is no business to be discussed.
4. The Advisory Board shall be responsible for approving the bylaws of each branch, which shall be consistent with this Constitution, University policies and all applicable laws, rules and regulations. Upon approval by the Advisory Board, the bylaws will immediately take effect. If the proposed amendments are rejected by the Advisory Board, the Advisory Board shall give a written rationale and advice on how to reconcile the amendment with the Advisory Board's concerns.
5. The Advisory Board shall hear appeals of disciplinary action of the Student Court, pursuant to the SGA Bylaws.
6. The presence of three voting members shall constitute a quorum.

ARTICLE VI
The Inspector General

Section A. Qualifications

1. The Inspector General shall be a member of the association.
2. The Inspector General shall not serve the student government in any other capacity.
3. The Inspector General shall maintain a minimum of 2.5 GPA.
4. The Inspector General shall be at least a second-semester sophomore (completion of 45 academic hrs.) at the time he/she is appointed. The last 12 hours earned must have been earned at EKU.

Section B. Method of Selection

1. The Inspector General shall take office upon being nominated by the President and confirmed by the Senate by a 2/3 voting membership.
2. The Inspector General shall be selected before the day of spring elections by the sitting President, and shall assume office at the end of the year banquet.

Section C. Authorities and Duties

1. When necessary, the Inspector General may create a staff of no more than three Association members who will be obligated by all rules and regulations as those of Board of Directors. No current member of any other branch may serve as staff to the Inspector General on a routine basis.
2. The Inspector General shall receive complaints and reports concerning the misconduct, malfeasance, abuse, or inappropriate actions of the Student Government Association and/or its members and may secure an appropriate remedy for any such grievances according to the SGA bylaws.
3. The Inspector General shall attend all regularly scheduled meetings of the Student Court.

ARTICLE VII
Student Court

Section A. The judicial body of the Student Government Association shall be the Student Court.

Section B. Court Appointments, Confirmations, and Exits

1. The Student Court shall consist of a Clerk and nine Justices: the Chief Justice, the Associate Chief Justice, and seven Associate Justices. No currently elected or appointed member from any other branch of the Student Government may serve as a member of the Student Court.
2. When the position of Chief Justice becomes vacant, the Student Government Association President may appoint the new Chief Justice, or a Chief Justice Search Committee may be formed according to the SGA Bylaws.
 - a. The Chief Justice appointment shall be confirmed following a 2/3 vote of approval by the voting membership of the Student Senate.
 - b. The Associate Chief Justice shall serve as the Interim Chief Justice while the Chief Justice position is vacant.
 - c. ~~The Executive Vice President shall serve as the Interim Chief Justice in the event that the Associate Chief Justice position is vacant or the Associate Chief Justice is unable to fulfill the role.~~
 - d. Within 10 class days of appointment, the Chief Justice will put forth their recommendation for Associate Chief Justice.
3. Associate Justice positions shall be filled by nomination of the Student Government Association President following recommendation of the Student Government Association Chief Justice, and confirmation by a simple majority of the voting membership of the Student Government Association Student Senate.
4. The Court Clerk shall serve on the Student Court as a non-voting member and shall be selected in accordance with the SGA Bylaws.
 - a. In the absence of the Court Clerk, the Chief Justice shall be responsible for assuring the Clerk's duties are completed or appointing a temporary Court Clerk.
5. All members of the Student Court shall serve until relinquishing the office or by a mandatory removal process disciplinary proceeding as set forth in the SGA Bylaws.

- a. Members of Student Court who complete their undergraduate studies and choose to work on a graduate program at Eastern Kentucky University have the right to choose to remain a member of the Student Court.
6. The Student Court shall attempt to maintain its membership so that it is comprised of at least one freshman, sophomore, junior, and senior.

Section C. Functions and Authority

1. The court shall have original jurisdiction over all cases involving alleged infractions of the Constitution, bylaws, or any other governing SGA authority and shall have judicial review of the constitutionality of the bylaws or official actions taken by any elected or appointed member of the SGA.
 - a. Opinions of the Student Court shall be binding in accordance with University Policies & Procedures.
 - b. If new evidence or testimony emerges following an opinion being issued that impacts the trial outcome or sanction, any party may request re-consideration by the Student Court.
2. Decisions of the student court may be appealed to the Student Government Advisory Board.
3. The Student Court shall uphold and follow their duties as set forth in the Operating Procedures of University Parking Appeals Committee.

ARTICLE VIII
Referendum

Section A. Procedure

1. The Senate may, by **simple majority of voting membership**, authorize a referendum of the Association providing each Senate member is notified two academic weeks before Senate approval is sought.
2. Upon receipt of a petition signed by five hundred members of the Association, the President shall have cause to hold a referendum of the Association. The validity of a petition for a referendum shall be determined by the Committee on Committees.
3. The call for referendum shall be advertised in campus news media not less than ten scheduled class days preceding the date of the referendum.
4. The referendum shall be conducted by the Committee on Committees in conjunction with University Information Technology.

ARTICLE IX
Bylaws

- Section A. The Student Senate shall enact bylaws to implement the provisions of this Constitution.
- Section B. The Student Activities Council shall develop bylaws to implement provision of this Constitution.
- Section C. Executive Cabinet shall develop bylaws to implement provision of this Constitution.
- Section D. The Student Court shall develop bylaws to implement the provisions of this Constitution.

- Section E. Bylaws of each body will be enacted upon two-thirds majority vote of the appropriate body's members present and with final approval of the Student Government Advisory Board.
- Section F. Amendments to bylaws shall be enacted upon two-thirds majority vote of the appropriate branch's present and voting with final approval by the Student Government Advisory Board.
- Section G. Should the Student Government Advisory Board defeat an amendment to a set of bylaws, the bylaws will return to the appropriate body with a rationale and advice on how to reconcile the proposed amendment with the advisory boards concerns.
- Section H. Extended campus councils shall operate by using this constitution and Senate bylaws as well as specific sets of bylaws created by each campus and approved by a 2/3 voting membership of the Student Senate.

ARTICLE X Amendments

- Section A. Procedure
1. Amendments to this Constitution may be proposed by an act of the Senate, and approval of the President of the Student Government Association or by a petition bearing bona fide signatures of 500 members of the Association.
 2. A **printed or digital copy** of the proposed amendment(s) shall be provided to each member of Senate at least two weeks prior to each branches consideration of the proposed amendment(s).
 3. Proposed amendments must be ratified by three-fourths majority of the total voting membership.
 4. Amendments ratified by the Senate shall be forwarded to the President of the Student Government Association for presentation to and approval by the Board of Regents.

ARTICLE XI Ratification

This Constitution shall be ratified by a two-thirds majority of the members Student Senate, and Student Activities Council, and take effect after the approval by the Board of Regents of Eastern Kentucky University on January 1, 2015. Any elected or appointed member of the SGA shall retain their positions for the unexpired term.

Eastern Kentucky University
Board of Regents

Institutional Advancement and Honors Committee
Agenda

February 22, 2019

Black Box Theatre
Center for the Arts
Eastern Kentucky University

- I. **Call to Order** (Committee Chair Richard Day)
- II. **Action Item**
 - A. Consent Agenda
 - i. Approval of the September 24, 2018 Institutional Advancement and Honors Committee Minutes (Richard Day) 23
 - B. Conferral of Honorary Doctorate (President Benson; Richard Day) 24
- III. **New Business**
- IV. **Adjourn**

**Board of Regents
Eastern Kentucky University
Institutional Advancement and Honors Committee
Meeting Minutes**

September 24, 2018

**Faculty Center for Teaching and Learning
Crabbe Library
Eastern Kentucky University**

I. Call to Order

Committee Chair Richard Day called the meeting of the Institutional Advancement and Honors Committee to order at 1:20 p.m. at the Faculty Center for Teaching and Learning, Crabbe Library, Eastern Kentucky University. Committee Chair Day established a quorum was present.

Committee Members Present

Richard Day
Nancy Collins
Bryan Makinen
Holly Wiedemann

II. Action Item

A. Consent Agenda

**i. Approval of the June 25, 2018 Institutional Advancement and Honors
Committee Minutes**

Regent Wiedemann moved to approve the minutes of the June 25, 2018 meeting of the Institutional Advancement and Honors Committee. The motion was seconded by Regent Makinen. The motion passed by voice vote

III. New Business

There was no new business.

IV. Adjourn

Without objection, Committee Chair Day declared the meeting of the Institutional Advancement and Honors Committee of the Board of Regents adjourned at 1:21 p.m.

I. Recommendation for Honorary Degree

II. Issue

The proposal is to award an honorary degree Doctor of Laws to Mr. Craig Turner.

III. Background

Mr. Craig Turner has been recommended for an honorary degree at Eastern Kentucky University.

IV. Alternatives

The alternative is not to award an honorary degree to Mr. Craig Turner.

V. President's Recommendation

Based upon the recommendation of the Honorary Degree Committee, the President recommends approval.



EASTERN KENTUCKY UNIVERSITY

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CPO 30A, 108 Coates Building
521 Lancaster Avenue
Richmond, Kentucky 40475-3102
Phone: (859) 622-3884
FAX: (859) 622-8136

January 19, 2019

Re: Honorary Degree Nomination for Mr. Craig Turner

Dear Honorary Degree Nomination Committee,

I respectfully request consideration of Mr. Craig Turner as an Honorary Doctoral Degree recipient for the Spring 2019 Commencement. It's hard for me to remember when Mr. Turner was not on the Board. During his six years as Board Chair, Mr. Turner, in collaboration with President Benson and other members of the Board, led the university through, perhaps, the most challenging period for higher education in the modern era. Mr. Turner always rose to the challenge of making the difficult decisions that were required to lead the institution through these most difficult times. While these decisions were not always popular, they were always made in the genuine interest of the University as a whole and we are in a much better place as an institution because of his leadership. I can think of no other individual during my time here at ECU that has had such a positive impact on the University.

Many of Mr. Turner's most noteworthy contributions to the University were listed in the ECU Board Resolution of January 6, 2019. I would like to take this opportunity to highlight just a few of those along with a few words about their impact on Academic Affairs.

First and, perhaps, foremost, Chairman Turner led ECU in successfully securing the state funding for a two-phase, state-of-the-art Science building, totaling \$130 million and spanning over 330,000 square feet, the largest such facility on any college campus in the Commonwealth, and the University's first academic space to earn LEED Gold status by the U.S. Green Building Council. It's hard to overstate the transformative impact of this facility. Through his efforts, our students have access to the finest science labs and equipment in the Commonwealth.

Mr. Turner was instrumental in spearheading and negotiating the University's first ever public-private partnership, which resulted in the privately-funded construction of Martin and North Halls; a \$75 million project resulting in 1,096 beds in suite-style rooms, the acquisition of the \$46 million Grand Campus structure, ECU's first 500+ student apartment complex; the University's the first parking garage, an \$8 million project, resulting in four levels and 360 plus spaces; and the construction of the Carloftis Gardens. These modern spaces provide accommodations for our students that have only been dreamt about in the past.



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In addition to the time and energy he has committed to these endeavors, Mr. Turner has made a number of generous donations to the University. Chief among those are the funding for the Turner Gate, which has become a central touchstone for our students both as they enter the institution seeking "Knowledge" and "Wisdom" and as they leave with "Passion" and "Purpose". The Turners created and provide seed money for the Regents Scholarship Fund. And finally, in collaboration with President Benson, Mr. Turner made a generous personal contribution to initiate the President's Research and Scholarship Fund.

For these reasons, and for his personal dedication and commitment to Eastern Kentucky University, Mr. Craig Turner is, in my view, extremely worthy of an Honorary Doctoral degree from the institution that he has guided for over a decade.

I would be pleased to meet with the committee to provide any additional information. And I strongly encourage you to support his nomination.

Sincerely,



Gerald J. Pogatshnik
Interim Provost & Dean of the Graduate School



Eastern Kentucky University
Board of Regents

Finance and Planning Committee
Agenda

February 22, 2019

Black Box Theatre
Center for the Arts
Eastern Kentucky University

- I. **Call to Order** (Committee Chair Juan Castro)
- II. **Information Item**
 - A. Financial Update (Barry Poynter).....28
- III. **Action Items**
 - A. Consent Agenda
 - i. Approval of the January 9, 2019 Finance and Planning Committee Minutes
(Juan Castro) 34
 - B. Proposed Model Laboratory School Tuition and Fees for 2019-2020 (Barry Poynter)..... 36
- IV. **New Business**
- V. **Adjourn**



Financial Update

Eastern Kentucky University

Board of Regents

February 22, 2019



Budget to Actual Summary

January 31 FY 2018-19	Revenue			Expense			Change in Net Position
	Revised Revenue Budget	Actual Revenue	Percent Realized	Revised Expense Budget	Actual Expense	Percent Realized	
Fund							
Education & General	236,020,212	200,743,492	85.05%	247,256,721	147,814,715	59.78%	52,928,777
Auxiliary	27,412,042	25,259,889	92.15%	27,412,042	14,733,592	53.75%	10,526,297
Total	<u>263,432,254</u>	<u>226,003,381</u>	85.79%	<u>274,668,763</u>	<u>162,548,307</u>	59.18%	<u>63,455,074</u>

January 31 FY 2017-18	Revenue			Expense			Change in Net Position
	Revised Revenue Budget	Actual Revenue	Percent Realized	Revised Expense Budget	Actual Expense	Percent Realized	
Fund							
Education & General	244,424,407	212,907,234	87.11%	256,057,420	157,543,172	61.53%	55,364,061
Auxiliary	30,425,216	25,708,535	84.50%	30,429,254	16,265,916	53.45%	9,442,619
Total	<u>274,849,623</u>	<u>238,615,769</u>	86.82%	<u>286,486,673</u>	<u>173,809,089</u>	60.67%	<u>64,806,680</u>



E & G Revenue by Classification

	January 31 FY 2018-19			January 31 FY 2017-18			
Revenue Source	Revised Budget	Actual	Percent Realized	Revised Budget	Actual	Percent Realized	Variance
Tuition & Class Fees	154,518,145	137,376,850	88.91%	161,502,712	145,983,662	90.39%	(8,606,813)
State Appropriations	64,189,000	51,351,300	80.00%	65,045,200	52,036,200	80.00%	(684,900)
Government Grants & Contracts	5,467,684	2,451,486	44.84%	5,459,750	2,696,885	49.40%	(245,400)
Private Gifts, Grants & Contracts	582,577	625,431	107.36%	453,981	525,462	115.75%	99,969
Educational Sales & Services	5,760,246	4,784,628	83.06%	5,578,385	4,552,375	81.61%	232,254
Other Sources	5,502,561	4,153,798	75.49%	6,384,379	7,112,650	111.41%	(2,958,852)
Total	236,020,212	200,743,492	85.05%	244,424,407	212,907,234	87.11%	(12,163,742)



E & G Expense by Classification

	January 31 FY 2018-19			January 31 FY 2017-18			
Expense Classification	Revised Budget	Actual	Percent Realized	Revised Budget	Actual	Percent Realized	Variance
Instruction	90,893,111	49,009,203	53.92%	97,341,358	53,416,639	54.88%	(4,407,436)
Research	278,606	63,503	22.79%	339,228	102,450	30.20%	(38,947)
Public Service	3,050,331	2,054,029	67.34%	3,220,819	2,083,846	64.70%	(29,817)
Academic Support	28,613,016	15,868,005	55.46%	28,782,819	16,205,120	56.30%	(337,114)
Student Services	18,168,068	10,998,726	60.54%	20,107,489	11,992,524	59.64%	(993,798)
Institutional Support	41,280,849	17,849,704	43.24%	45,211,706	20,508,430	45.36%	(2,658,725)
Operation & Maintenance of Plant	24,869,872	12,792,049	51.44%	22,528,205	14,978,710	66.49%	(2,186,661)
Scholarships & Fellowships	40,102,869	39,179,496	97.70%	38,525,797	38,255,455	99.30%	924,041
Total	247,256,721	147,814,715	59.78%	256,057,420	157,543,172	61.53%	(9,728,458)



Budget to Actual Summary – Auxiliary

January 31 FY 2018-19	Revenue			Expense			Change in Net Position
	Revised Revenue Budget	Actual Revenue	Percent Realized	Revised Expense Budget	Actual Expense	Percent Realized	
Auxiliary Unit							
Housing	19,765,742	18,146,896	91.81%	19,765,742	10,124,249	51.22%	8,022,647
Recreation Center	1,699,000	1,417,474	83.43%	1,699,000	823,877	48.49%	593,596
Printing Services	850,000	539,694	63.49%	850,000	531,394	62.52%	8,300
EKU Center for the Arts	1,618,000	2,340,769	144.67%	1,618,000	1,721,484	106.40%	619,285
Parking Operations	1,500,800	1,538,822	102.53%	1,500,800	357,018	23.79%	1,181,804
University Club at Arlington	1,600,000	1,025,655	64.10%	1,600,000	881,153	55.07%	144,502
Airport FBO	378,500	250,578	66.20%	378,500	294,416	77.79%	(43,838)
Total	27,412,042	25,259,889	92.15%	27,412,042	14,733,592	53.75%	10,526,297

January 31 FY 2017-18	Revenue			Expense			Change in Net Position
	Revised Revenue Budget	Actual Revenue	Percent Realized	Revised Expense Budget	Actual Expense	Percent Realized	
Auxiliary Unit							
Housing	23,279,491	19,718,302	84.70%	23,283,528	11,879,398	51.02%	7,838,905
Recreation Center	1,696,489	1,569,020	92.49%	1,696,489	817,306	48.18%	751,714
Printing Services	850,000	534,824	62.92%	850,000	514,992	60.59%	19,832
EKU Center for the Arts	1,145,387	1,508,372	131.69%	1,145,387	1,339,721	116.97%	168,650
Parking Operations	1,505,000	1,226,294	81.48%	1,505,000	448,646	29.81%	777,649
University Club at Arlington	1,611,349	936,872	58.14%	1,611,349	1,004,741	62.35%	(67,869)
Airport FBO	337,500	214,851	63.66%	337,500	261,113	77.37%	(46,262)
Total	30,425,216	25,708,535	84.50%	30,429,254	16,265,916	53.45%	9,442,619



Comments & Questions

**Board of Regents
Eastern Kentucky University
Finance and Planning Committee
Meeting Minutes**

January 9, 2019

**Black Box Theatre
Center for the Arts
Eastern Kentucky University**

I. Call to Order

Committee Chair Lewis Diaz called the meeting of the Finance and Planning Committee of the Board of Regents to order at 9:20 a.m. at the Black Box Theatre, Center for the Arts, Eastern Kentucky University. Committee Chair Diaz requested a roll call and established a quorum was present.

Committee Members Present

Lewis Diaz
Juan Castro
Richard Day
Alan Long
Holly Wiedemann

Committee Members Absent

None

II. Information Item

A. Financial Update

Mr. Barry Poynter, Vice President of Finance and Administration, presented the Financial Update to the Board, a copy of which is incorporated herein and will be included with the official copy of the minutes.

B. Construction Update

Mr. Kelly Crocker, Capital Construction and Projects Administrator, presented an update to the Board, a copy of which is incorporated herein and will be included with the official copy of the minutes.

III. Action Items

A. Consent Agenda

i. Approval of the September 24, 2018 Finance and Planning Committee Minutes

Regent Castro made a motion to approve the minutes of the September 24, 2018 meeting of the Finance and Planning Committee of the Board of Regents. The motion was seconded by Regent Day. The motion passed by voice vote.

B. Approval of Surplus Property Demolition

Mr. Poynter referred the Committee to page 19 of the agenda and requested that the Committee approve the request for surplus property demolition.

Regent Long made a motion to approve the surplus property demolition. The motion was seconded by Regent Castro. The motion passed by voice vote.

IV. New Business

There was no new business.

V. Adjourn

Hearing no objections, Committee Chair Diaz declared the meeting of the Finance and Planning Committee of the Board of Regents adjourned at 9:42 a.m.

I. Model Laboratory School Proposed Tuition and Fees for Fiscal/Academic Year 2019-20

II. Issue

The University must set tuition and fees for the 2019-20 fiscal/academic year for Model Laboratory School.

III. Background and Process

Model Laboratory School's budget has been developed through the efforts of its Superintendent and administration; and in conjunction with the Eastern Kentucky University Office of Budget & Financial Planning. Revenues are based on anticipated funds to be received from the contracts with the Madison County School District, other contract revenue through the Commonwealth of Kentucky, and tuition and fees paid by students.

Beginning with the 2019-20 fiscal/academic year, for returning Model students in good standing a \$250 nonrefundable deposit will be due by June 30 to secure enrollment for the upcoming year. For students enrolling at Model for the first time, a \$250 deposit is due with 48 hours of notification of acceptance.

Students' annual tuition bill will be reduced by the deposit amount and any discounts, if applicable. For families with multiple students enrolled at Model, the oldest student's tuition (only) will be reduced by 5%.

Tuition is billed monthly (August through May). For partial-year students, tuition is prorated. Students who attend any portion of a month will be billed for that month.

The tuition recommendation for Model Laboratory School for 2019-20 is as follows:

Kindergarten:	\$3,612 (0% increase over prior year.)
Grades 1 - 8:	\$3,393 (0% increase over prior year.)
Grades 9 - 12:	\$3,415 (0% increase over prior year.)

Please refer to *Attachment A* for proposed mandatory and elective/other fees for Model Laboratory School for 2019-20.

IV. Alternatives

Alternatives include revising tuition rates and fees more or less than proposed.

V. President's Recommendation

It is the President's recommendation that the Board of Regents approve the recommended tuition and fees for the 2019-20 fiscal/academic year for Model Laboratory School.

Attachment A
Model Laboratory School
at Eastern Kentucky University

Mandatory and Elective/Other Fees for Fiscal/Academic Year 2019-20 *

Mandatory Fees	Kindergarten	Grades 1-8	Grades 9-12
Textbook / Workbook Fee	\$100	\$100	\$200
Technology Fee	\$250	\$250	\$250
Asset Preservation Fee	\$100	\$100	\$100

Elective / Other Fees	Amount	Note
Art Elective Courses (Grades 8-12)	\$35	
Athletic Fee	\$75	Only assessed for athletes in a sport with a uniform rotation.
Band (Grades 6-12)	\$50	Instrument rental (paid directly to vendor) is separate from the course fee for students who do not own an instrument.
Orchestra (Grades 6-12)	\$25	
Family and Consumer Science Elective Courses (Grades 8-12)	\$25	
Senior Portrait Sitting	\$35	Paid directly to vendor.
Graduation Cap and Gown	\$35	Paid directly to vendor.
Lock Replacement	\$10	
Technology Replacement (computer, tablet, charger, etc.)	Actual replacement cost	
Lost Textbook	Actual replacement cost	
Lost Library Book Fee	Actual replacement cost	
Field Trips	Variable	Actual fee based on specific trip and activities.
Financial Aid Application Processing	\$30	Paid directly to processing clearinghouse.
Transcript Request Fee	\$2	
Background Check (parent)	\$12	

* Model Laboratory School assesses and collects additional dues and fees for clubs, organizations, activities for which students opt to join, be part of, or attend.

These fees do not include any fees assessed by the University's dining services provider.

Eastern Kentucky University
Board of Regents

Executive and Academic Affairs Committee
Agenda

February 22, 2019

Black Box Theatre
Center for the Arts
Eastern Kentucky University

- I. **Call to Order** (Committee Chair Lewis Diaz)
- II. **Information Items**
 - A. Student Success Update (Dr. Eugene Palka) 40
 - B. Legislative Update (Dr. David McFaddin)
- III. **Action Items**
 - A. Consent Agenda
 - i. Approval of the January 9, 2019 Executive and Academic Affairs Committee Minutes (Lewis Diaz) 56
 - ii. Personnel Actions (President Benson) 58
 - iii. Academic Policy Revisions (Dr. Sherry Robinson)
 - a. Policy Revision 4.1.3, Academic Integrity..... 61
 - b. Policy Revision 4.1.15, Grade Appeals..... 70
 - c. Policy Revision 4.3.8, Posthumous Degrees 74
 - d. Policy Revision 4.4.14, Laboratory Safety..... 78
 - e. Policy Revision 4.6.5, Evaluation of Non-Tenured Tenure-Track Faculty 84
 - f. Policy Revision 4.7.2, Sabbaticals..... 92
 - iv. Recommended Retirement Transition Program Participants for 2019-2020 (Dr. Sherry Robinson) 100
 - v. Recommended 2019-2020 Sabbatical Leaves (Dr. Sherry Robinson) 102
 - vi. Administrative Policy Actions (Barbara Kent)
 - a. Policy Approval 9.3.3, Policy Governing Time, Place and Manner of Demonstrations, Meetings and Other Assemblies 104
 - b. Policy Approval 11.2.4, Information Security Policy 111
 - c. Policy Repeal 5.1.1P, Hazing Policy 120
 - B. Approval of Hazing Statement in Student Handbook (Bob Brown) 126
- IV. **New Business**
- V. **Adjourn**



Student Success & Enrollment Management

**An Update to the BOR
(22 Feb 2019)**

Dr. Gene Palka

Agenda

- **Freshmen Retention**
 - Definition
 - Our process
 - ECU historical trends
- **Current Fall 2018 Freshmen Retention Rates**
- **Admissions Update**
 - Fall 2019 recruitment
 - Campus admissions events
 - Admitted students
 - Enrollment sequence
- **Questions**



Retention

- The % of new, first time freshmen who return from fall to fall
- Monitored closely because attrition is greatest during freshman year
- ECU has historically experienced a 30-40% attrition rate among freshmen
- Retention is highly variable and individualized, as are reasons for leaving
- Our specific retention goal (established by CPE) is ... 75%
- No allowance is made for our economically depressed service region, number of first generation college students, or level of college preparedness among incoming freshmen
- Directly impacts total enrollment, 4, 5, and 6 year graduation rates, as well as progression along the way


Management Process


■ Prior to the start of the Academic Year

- Orientation
- Mailings to parents and students
- Big E Welcome
- New Student Convocation

- 
- 
- Welcome
 - Inform
 - Embrace
 - Advise
 - Inspire

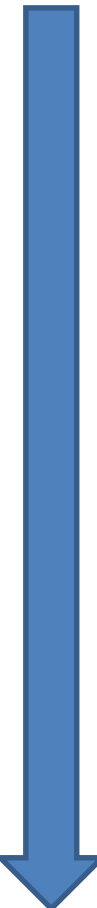

■ Fall semester

- GSD 101 or College specific “Student Success Seminar”
- New Student Days activities
- Family Weekend
- 4th Week Progress Report
- Mid-Term recovery program
- Advising 
- Registration monitoring
- “Recruit Back” campaign

- 
- Transition
 - Inform
 - Motivate
 - Assist
 - Advise
 - Integrate

Management Process

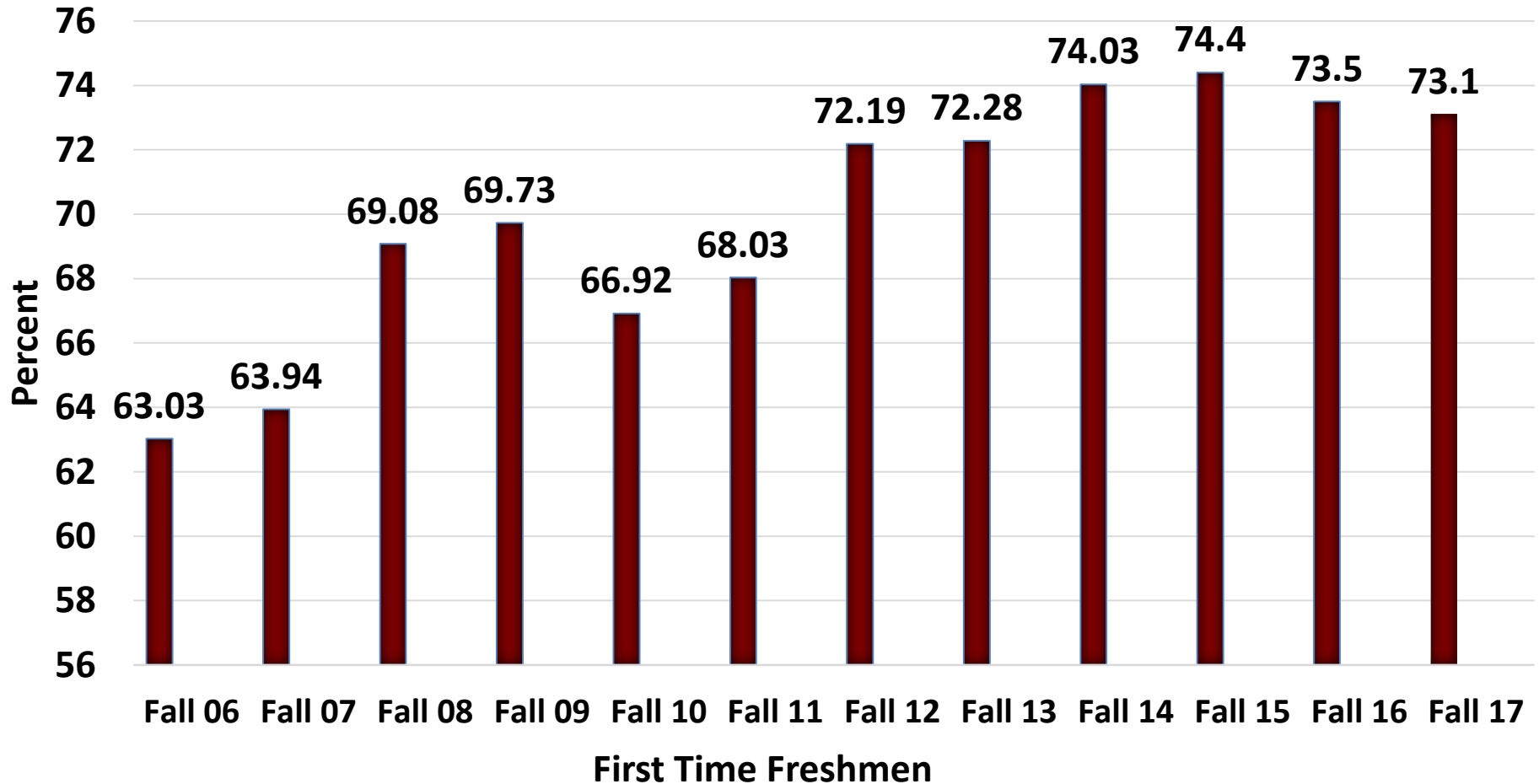
■ Spring Semester

- 
- Academic Recovery Workshop
 - Snapshot after completion of add / drop week ★
 - 4th Week Progress Report
 - Mid-Term recovery program
 - Academic advising and registration ★
 - Disseminate weekly freshmen retention statistics
 - Recruit-Back campaign
 - Continuous monitoring of retention statistics through spring graduation
 - “Recruit Back” campaign continues through summer
 - Retention statistics monitored, published, and disseminated through add / drop week
 - 15 Oct: CPE snapshot taken of returning cohort ★
- 

- Remediate
- Monitor
- Advise
- Assist
- Recruit

Freshmen Retention

Fall Cohort



As of 15 Oct 2018

Current 2018 Freshmen Retention

First-Time, Full-Time, Bacc	Total	Spring 2019	Retention Rate
GRS COHORT	2,021	1,759	87.0%
URM	198	163	82.3%
Low Income	647	545	84.2%

CURRENT ENROLLMENT	1/21/2019		
All FRESHMEN	Total	Enrolled Spring 2019	Fall-Spring Retention Rate
Fall 2018	2,427	1,978	81.5%

GENDER	Total	Spring 2019	Retention Rate
Female	1,446	1,217	84.2%
Male	980	760	77.6%
n/a	1	1	100.0%
TOTAL	2,427	1,978	81.5%

RESIDENCY	Total	Spring 2019	Retention Rate
In state	2,147	1,743	81.2%
Out of state	56	42	75.0%
SMART	211	184	87.2%
International	13	9	69.2%
TOTAL	2,427	1,978	81.5%

HOUSING	Total	Spring 2019	Retention Rate
On Campus	1,840	1,532	83.3%
Off Campus	587	446	76.0%
TOTAL	2,427	1,978	81.5%

COLLEGE	Total	Spring 2019	Retention Rate
Business & Technology	332	283	85.2%
Education	185	172	93.0%
Health Sciences	444	397	89.4%
Justice & Safety	249	207	83.1%
Letters, Arts, Social Sciences	346	294	85.0%
Science	340	293	86.2%
Academic Affairs	531	332	62.5%
Exploratory	180	150	83.3%
Associate in General Studies	340	175	51.5%
BA in General Studies	2	1	50.0%
Pre-Professional Exploratory	9	6	66.7%
TOTAL	2,427	1,978	81.5%

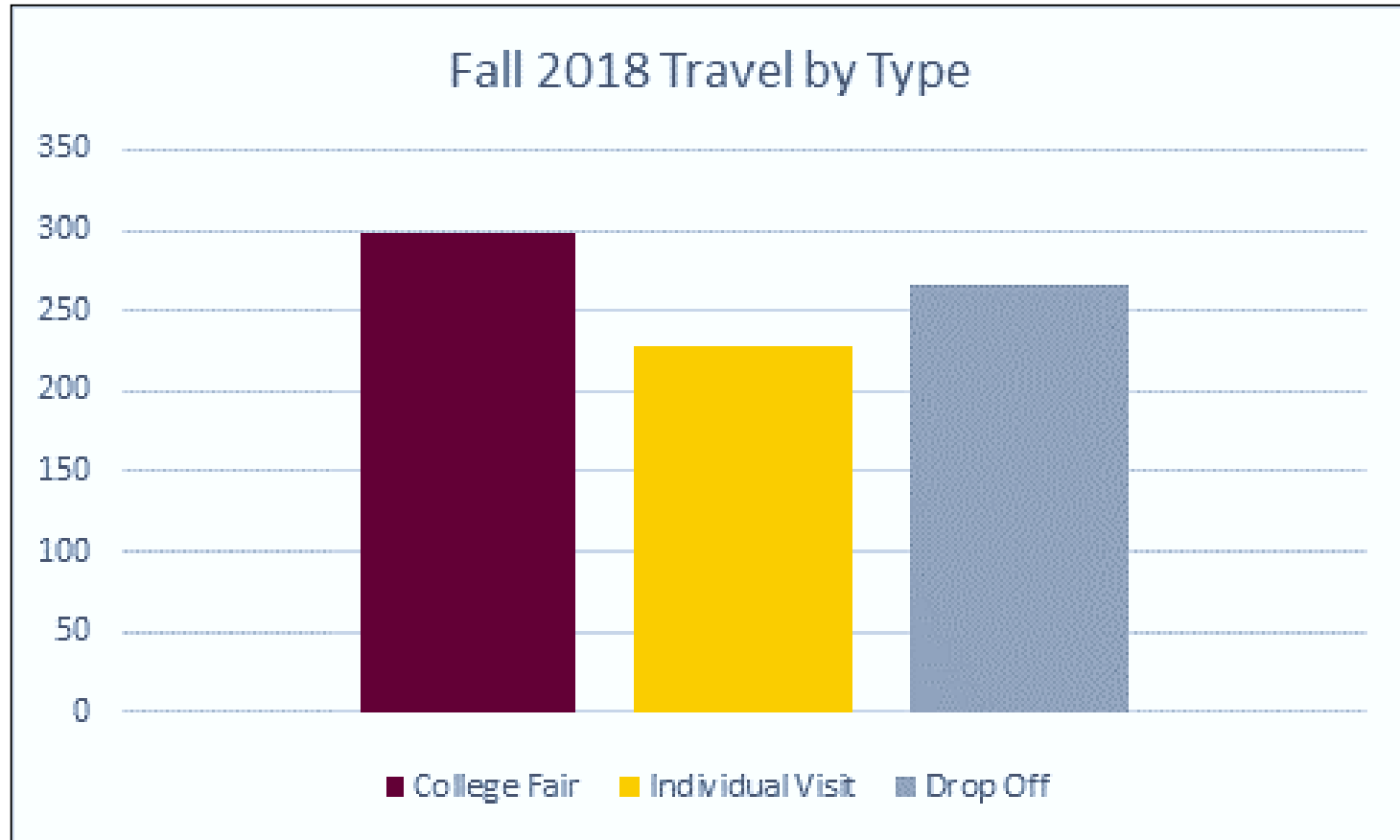
DEVELOPMENTAL NEEDS	Total	Spring 2019	Retention Rate
0	1,928	1,630	84.5%
1	316	238	75.3%
2	131	79	60.3%
3	37	22	59.5%
4	14	8	57.1%
5	1	1	100.0%
TOTAL	2,427	1,978	81.5%

FINANCIAL	Total	Spring 2019	Retention Rate
Excellence	15	15	100.0%
Founders	135	131	97.0%
Regents	653	609	93.3%
Presidential	271	229	84.5%
N/A	1,353	994	73.5%
Pell	1,080	846	78.3%
TOTAL (Scholarships only)	1,074	⁴⁹ 984	91.6%

ACADEMIC STANDING	Total	Spring 2019	Retention Rate
Good Academic Standing	2,067	1,895	91.7%
Academic Probation	126	81	64.3%
Academic Suspension	198	0	0.0%
No Standing	36	2	5.6%
TOTAL	2,427	1,978	81.5%

SUB-POPULATIONS	Total	Spring 2019	Retention Rate
EKU Dual Credit	349	312	89.4%
First Generation	731	559	76.5%
Honors	117	115	98.3%
Nontraditional	14	11	78.6%
NOVA	60	49	81.7%
Student Athlete	82	73	89.0%
Veteran/Military	50	41	82.0%
Rodney Gross	30	27	90.0%
Freshman Academy	96	80	83.3%
Diversity Scholarship	9	9	100.0%
Service Region	834	⁵⁰ 670	80.3%

Fall 2019 Freshmen Recruitment



790 total off-campus visits

Campus Admissions Events 2018-19

- Sep 29 **Spotlight #1**
- Oct 27 **Spotlight #2**
- Nov 1 Richmond Guidance Counselor Workshop
- Nov 15 Diversity Recruitment Event
- Dec 1 **Spotlight #3**
- Jan 17 Spring Orientation
- Feb 2 **Spotlight #4**
- Feb 22 Diversity Yield Event
- Mar 30 **Spotlight #5**
- Apr 27 Junior Day



Admissions Update

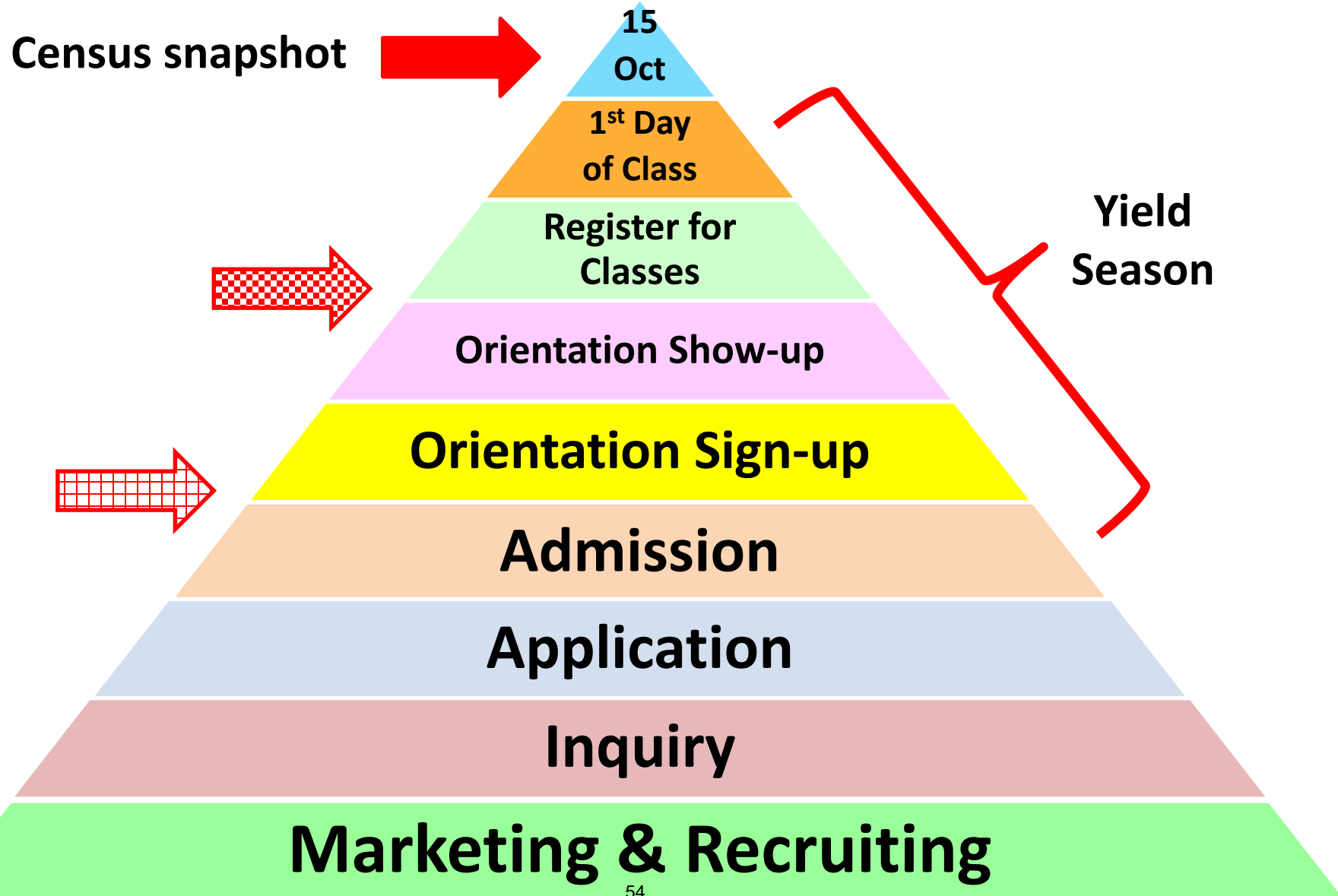
(Fall 2019 New first time freshmen)

ADMITTED STUDENTS



Year	Total	Service Region	KY OSR	Out of State	Intl	Black	Hisp	Other
2019	7228	1809	4120	1295	4	773	302	518
2018	6886	1812	3955	1118	1	600	225	471
2017	6793	1791	4047	953	2	587	275	425

EKU Enrollment Sequence



Questions?



**Student Success &
Enrollment Management**

**Board of Regents
Eastern Kentucky University
Executive and Academic Affairs Committee
Meeting Minutes**

January 9, 2019

**Black Box Theatre
Center for the Arts
Eastern Kentucky University**

I. Call to Order

Committee Chair Craig Turner called the meeting of the Executive and Academic Affairs Committee to order at 9:42 a.m. at the Black Box Theatre, Center for the Arts, Eastern Kentucky University. Chair Turner noted the presence of a quorum.

Committee Members Present

Craig Turner
Richard Day
Lewis Diaz
Alan Long

Committee Members Absent

Nancy Collins

III. Information Item

A. Student Success Update

Dr. Gene Palka, Vice President for Student Success, presented the Student Success update to the Committee, a copy of which is incorporated herein and will be included with the official copy of the minutes.

IV. Action Items

A. Consent Agenda

**i. Approval of the September 24, 2018 Executive & Academic Affairs
Committee Minutes**

A motion was made by Regent Day to approve the minutes of the September 24, 2018 meeting of the Executive and Academic Affairs Committee of the Board of Regents. The motion was seconded by Regent Long. The motion passed by voice vote.

ii. Personnel Actions

A motion was made by Regent Day to approve the personnel actions as presented by the President and incorporated by reference herein. The motion was seconded by Regent Long. The motion passed by voice vote.

iii. Report from the Council on Academic Affairs

A motion was made by Regent Long to approve the Report from the Council on Academic Affairs as presented by Dr. Sherry Robinson, Vice Provost, and incorporated by reference herein. The motion was seconded by Regent Diaz. The motion passed by voice vote.

VI. New Business

There was no new business.

VII. Adjourn

Hearing no objections, Committee Chair Turner adjourned the meeting of the Executive and Academic Affairs Committee of the Board of Regents at 10:25 a.m.

New Hires December 2018 - January 2019

Last Name	First Name	Position Title	Begin Date	Category	Annual Salary	Department
Allnutt	John	Model Substitutes	1/8/2019	PT Professionals	\$0.00	Model Laboratory School
Arias	Scott	PT Faculty-On Campus	1/16/2019	PT Faculty	\$4,267.00	Instruction - Business & Technology
Austin	Adam	Assistant Coach Football	1/7/2019	Fulltime Professionals	\$75,000.00	Football
Bishop	Pamela	Prog Coord, Membr Rec & Retntn	12/11/2018	PT Hourly Staff	\$13,488.80	KY READY Corps FY19
Brammell	Fred	PT Faculty-On Campus	1/16/2019	PT Faculty	\$3,200.00	Instruction - Business & Technology
Brannock	William	Director, Strategic Communictn	1/7/2019	Fulltime Professionals	\$64,000.00	Communications & Brand Management
Brooks	Richard	PT Faculty-23197 AVN 370	1/16/2019	PT Faculty	\$2,600.00	Instruction - Business & Technology
Brown	Cheyenne	MS Language Arts Instructor	1/2/2019	Fulltime Faculty	\$19,447.00	Model Laboratory School
Brown	Carissa	Administrative Coordinator	1/2/2019	Fulltime Hourly Staff	\$35,002.50	Anthropology/Sociology/Social Work
Burdine	Jeanetta	Part Time NE Continual Svc	1/7/2019	PT Hourly Staff	\$390.00	UTC Title IV-E Foster Parent Trning
Calloway	Jenny	Part Time NE Continual Svc	1/7/2019	PT Hourly Staff	\$390.00	UTC Title IV-E Foster Parent Trning
Carrothers	Leslie	Regional Campus Facilitator	1/11/2019	PT Hourly Staff	\$266.24	Regional Programming
Caudill	Shane	Member, KY READY Corps	1/1/2019	PT Professionals	\$1,500.00	KY READY Corps FY19
Cheeks	Joshua	Parking Control Officer	12/6/2018	Fulltime Hourly Staff	\$25,292.80	Parking Services
Childers	Cole	Trnsfr Admsn Articulatn Coord	12/10/2018	Fulltime Professionals	\$39,500.00	Student Outreach and Transition Off
Childs-Clark	Cestau	Part Time NE Continual Svc	12/3/2018	PT Hourly Staff	\$390.00	UTC Title IV-E Foster Parent Trning
Clinton	Christina	PT Faculty-On Campus	1/16/2019	PT Faculty	\$1,950.00	Instruction - College of Science
Collings	Erick	Senior Office Associate	1/1/2019	Fulltime Hourly Staff	\$23,400.00	Model Laboratory School
Colson	Austin	Flight Instructor Pilot III	1/1/2019	PT Professionals	\$0.00	Aviation Flight Fees
Cosinuke	Matthew	Head Soccer Coach	1/7/2019	Fulltime Professionals	\$52,000.00	Soccer
David	Samuel	Clinical Faculty	1/1/2019	Fulltime Faculty	\$24,500.00	Chemistry
Davis	Brittany	Library Associate II	1/2/2019	Fulltime Hourly Staff	\$28,060.50	Libraries
Davis	Barbara	Online PT Faculty	1/16/2019	PT Faculty	\$3,050.00	OL-Public Health Nurs Admin & Ed-MS
DeCoster	Rachel	Online 21823	1/16/2019	PT Faculty	\$4,000.00	OL-Public Health Nurs Admin & Ed-MS
Federer	Jeremy	Online 23404	1/16/2019	PT Faculty	\$4,067.00	OL-Emergency Med Care-ASP BS
Foley	Colby	Advising Specialist	1/7/2019	Fulltime Hourly Staff	\$39,585.00	Dean-Justice & Safety
Fossett	Harley	Family Mentor	12/3/2018	Fulltime Hourly Staff	\$25,935.00	UTC Title IV-E Waiver
Frakes	Brandon	Online PT Faculty 21128	1/16/2019	PT Faculty	\$3,050.00	OL-FSE-BS
Gray	Holly	Online 21821	1/16/2019	PT Faculty	\$4,000.00	OL-Public Health Nurs Admin & Ed-MS
Griffith	Theda	Human Resources Specialist	1/7/2019	Fulltime Hourly Staff	\$31,375.50	Human Resources
Hale	Laura	Online PT Faculty 21821	1/16/2019	PT Faculty	\$4,000.00	OL-Public Health Nurs Admin & Ed-MS
Hall	Joni	Admin Coord, ECU Foundation	1/7/2019	Fulltime Hourly Staff	\$30,264.00	Development
Hamilton	Chelsea	Head Coach,Female Cheerleading	12/16/2018	PT Professionals	\$5,000.00	Cheerleaders
Harris	Taylor	Postsecondary Navigator	1/7/2019	Fulltime Professionals	\$33,410.00	PS Navigator Position for GEAR UP
Harrison	Steven	PT Faculty 23398	1/16/2019	PT Faculty	\$4,000.00	OL-Emergency Med Care-ASP BS
Hatcher	Bradley	PT Faculty-On Campus	1/16/2019	PT Faculty	\$2,600.00	Instruction - Business & Technology
Hawk	Tristan	Head Coach, Co-Ed Cheerleading	12/17/2018	PT Professionals	\$5,000.00	Cheerleaders
Hecker	Robert	OSHA 510 Stand for Constructio	12/16/2018	PT Professionals	\$2,025.00	OSHA Training Institute Educ. Ctr.
Hendrickson	Dan	Associate Registrar	12/10/2018	Fulltime Professionals	\$53,382.00	Registrar
Jones	Ronald	PT Faculty-On Campus	1/16/2019	PT Faculty	\$6,400.00	Instruction - College of Science
King	Rachel	Executive Assistant to VP F&A	1/2/2019	Fulltime Hourly Staff	\$42,042.00	Financial Affairs & Treasurer
Knezevich	Kevin	Fac/Aqua Coord Conf & Events	1/22/2019	Fulltime Professionals	\$38,682.18	Conferencing & Events Admin
Laduke	Bobby	Motor Vehicle Operator	1/28/2019	Fulltime Hourly Staff	\$24,960.00	Campus & Grounds Maintenance
Leavell	Alana	Clinical Faculty	1/1/2019	Fulltime Faculty	\$65,000.00	Baccalaureate & Graduate Nursing
Leineweber	Joseph	Flight Instructor	1/9/2019	PT Professionals	\$0.00	Aviation Flight Fees
Lewis	Courtney	Online 20827	1/16/2019	PT Faculty	\$3,050.00	OL-SSEM-MS
Manning	Paul	Temp Tech Director	1/28/2019	PT Professionals	\$32,500.00	EKU Center for the Arts
Martin	Travis	1st Year Courses Administrator	12/3/2018	Fulltime Professionals	\$42,000.00	First-Year Courses
Mayer	Whitney	Online 21821	1/16/2019	PT Faculty	\$4,000.00	OL-Public Health Nurs Admin & Ed-MS
Namugayi	Deborah	Sustainability Manager	1/7/2019	Fulltime Professionals	\$53,000.00	Office of Sustainability
Nasrallah	Madelynn	Model Substitutes	1/4/2019	PT Professionals	\$0.00	Model Laboratory School
Newsom	Austin	ArcrftMaintMgr/AsstChief Instr	1/7/2019	Fulltime Professionals	\$48,000.00	Aviation
Osborne	Maghan	Part Time NE Continual Svc	1/7/2019	PT Hourly Staff	\$390.00	UTC Title IV-E Foster Parent Trning
Pace	Robert	Lecturer	1/16/2019	Fulltime Faculty	\$20,000.00	Biological Sciences
Pendleton	Andrew	Coord, Student Activities	1/14/2019	Fulltime Professionals	\$31,354.00	(SL) Student Life General
Petrey	Jill	Prog Dir, Frat & Sorority Life	12/5/2018	Fulltime Professionals	\$48,999.00	Burnam Hall
Phipps	Ashley	PT Faculty-On Campus	1/16/2019	PT Faculty	\$2,600.00	Instruction - Health Sciences
Raines	Jeremy	Temp, Administration	1/7/2019	PT Hourly Staff	\$780.00	President
Ramsey	Paul	PT Fac. Campus 21578 REC 250	1/16/2019	PT Faculty	\$2,600.00	Instruction - Health Sciences
Ranjan	Sobhana	PT Faculty-On Campus	1/16/2019	PT Faculty	\$3,200.00	Instruction - Health Sciences
Reed	Jeffrey	Clinical Faculty	1/7/2019	Fulltime Faculty	\$60,000.00	OL-Child & Family Studies-BS
Saylor	Samantha	Regional Campus Facilitator	1/11/2019	PT Hourly Staff	\$266.24	Regional Programming
Shaw	Randy	Lecturer	1/1/2019	Fulltime Faculty	\$58,000.00	Dept of Safety & Security
Simpkins	Leah	Assistant Professor	1/1/2019	Fulltime Faculty	\$62,000.00	Occupational Therapy
Smith	Jamie	Regional Training Coordinator	1/28/2019	Fulltime Professionals	\$33,705.00	UTC Targeted Case Management
Smith	Darrin	PT Faculty-On Campus	1/16/2019	PT Faculty	\$3,200.00	Instruction - College of Science
Stockton	Julia	Family Mentor	12/3/2018	Fulltime Hourly Staff	\$25,935.00	UTC Title IV-E Waiver
Thompson	Douglas	Flight Instructor	1/2/2019	PT Professionals	\$0.00	Aviation Flight Fees
Vice	Janna	Development CCT 300W	1/16/2019	PT Faculty	\$4,000.00	OL - BBA
Wells	Christofer	Assistant Sports Info Director	1/7/2019	Fulltime Professionals	\$27,514.00	Athletic Public Relations
Wilkinson Ridout	Wendy	Membership Director, WEKU	1/21/2019	Fulltime Professionals	\$60,000.00	WEKU Public Radio
Wilson	Danielle	Online PT Faculty 23281	1/16/2019	PT Faculty	\$3,050.00	OL-Psychology-BS

Terminations December 2018 - January 2019

Last Name	First Name	Termination Date	Position Title	Category	Annual Salary
Britz	Thomas	12/31/2018	Bindery Supervisor	Fulltime Hourly Staff	\$35,760.73
Clarke	Julie	12/14/2018	Licensed Clinical Social Workr	PT Hourly Staff	\$694.72
Cole	Charles	1/31/2019	Dir, Military/Veteran Affairs	Fulltime Professionals	\$64,601.00
Combs	Dustin	12/15/2018	Registered Nurse	Fulltime Hourly Staff	\$54,412.00
Cunningham	Brianna	1/31/2019	KY Ready Corps Member	PT Professionals	\$6,252.00
Dirks	Connie	12/31/2018	Associate Director, Coop Ed	Fulltime Professionals	\$58,131.00
Duncan	Lori	12/31/2018	Volleyball Coach	Fulltime Professionals	\$67,626.00
Farthing	Garry	12/31/2018	Agriculture Technician	Fulltime Hourly Staff	\$28,475.20
Flohre	Nickolas	12/16/2018	Head Soccer Coach	Fulltime Professionals	\$50,000.00
Gajja	Phani	1/2/2019	Quality Control Analyst	Fulltime Hourly Staff	\$41,008.50
Harmon	Jamison	12/7/2018	Prestonsburg, Temp	PT Hourly Staff	\$266.24
Hurst	Tiffany	1/10/2019	Clinical Assistant I	Fulltime Hourly Staff	\$27,040.00
Jones	Joseph	12/7/2018	Regional Campus Facilitator	PT Hourly Staff	\$277.94
Kaufman	Sara	12/31/2018	MS Language Arts Instructor	Fulltime Faculty	\$45,680.00
Koger	Kevin	1/7/2019	Assistant Coach	Fulltime Professionals	\$55,000.00
LeRoy	Leslie	12/15/2018	Visiting Professor	Fulltime Faculty	\$23,500.00
Malloy	Elizabeth	1/14/2019	Wetland Environmental Tech	Fulltime Hourly Staff	\$32,604.00
Martin	Jan	1/31/2019	Rater (STARS)	Fulltime Hourly Staff	\$39,819.00
McManus	Earl	12/31/2018	Specialist, Program Improvemnt	PT Professionals	\$29,992.00
Mirando	Angelo	1/23/2019	Assistant Coach	Fulltime Professionals	\$70,000.00
Newby	Elizabeth	1/4/2019	Senior Accounting Clerk	Fulltime Hourly Staff	\$26,734.50
Parmer	Marissa	1/31/2019	Director, Donor Engagement	Fulltime Professionals	\$57,656.00
Penn	Julie	1/4/2019	Training Assistant, TRIS	Fulltime Hourly Staff	\$27,924.00
Pile	Justin	1/2/2019	Library Associate I	Fulltime Hourly Staff	\$24,297.00
Pingleton	Fred	12/31/2018	Construction & Repair Tech I	Fulltime Hourly Staff	\$27,851.20
Potts	Alice	12/31/2018	Senior Clinical Faculty	Fulltime Faculty	\$54,576.00
Purvis	Stephanie	12/15/2018	Asst Dir, KY Innovation Netwk	Fulltime Professionals	\$1,254.17
Ruhfel	Bradley	1/11/2019	Associate Professor	Fulltime Faculty	\$54,117.00
Ruhfel	Christina	1/31/2019	Academic Advisor	Fulltime Professionals	\$44,443.35
Seals	Rochelle	12/31/2018	Director, Student Accounting	Administrators/Deans	\$84,043.00
Shelton	Thomas	12/31/2018	Assistant Professor	Fulltime Faculty	\$60,250.00
Siemens	Sharla	1/31/2019	Coordinator	Fulltime Professionals	\$47,933.00
Smith	Kristel	1/2/2019	Director, KY Innovation Netwrk	Fulltime Professionals	\$75,121.00
Sparks	Sherry	1/2/2019	Accountant, Construction	Fulltime Professionals	\$56,762.00
Spooner	Katelyn	12/31/2019	Residence Hall Coordinator	Fulltime Professionals	\$33,009.60
Turner	Donna	1/31/2019	Program Specialist	Fulltime Hourly Staff	\$49,900.50
Von Mann	Kathleen	1/18/2019	Senior Office Associate	Fulltime Hourly Staff	\$28,665.00
Watkins	Jena	12/12/2018	Clinical Assistant	Fulltime Hourly Staff	\$25,563.20
Whalen	SuzAnne	12/28/2018	Nurse Practitioner Clinclal Fac	Fulltime Faculty	\$91,000.00
Williamson	Justin	1/31/2019	Flight Instructor	PT Professionals	\$0.00
Wood	Tasha	1/29/2019	Academic History Specialist II	Fulltime Hourly Staff	\$30,303.00

Job Groups	Mar - Nov Totals		Net Change	Dec - January		
	Hire	Terms		Hire	Terms	Change
Fulltime Faculty	48	59	-11	7	6	1
Part Time Faculty	21	7	14	21	0	21
Administrators/Deans	1	7	-6	0	1	-1
Fulltime Professionals	61	108	-47	15	13	2
Fulltime Hourly	54	131	-77	11	15	-4
Graduate Assistants	19	1	18	19	0	19
Part Time Professionals	26	15	11	10	3	7
Part Time Hourly	14	32	-18	8	3	5
Totals	244	360	-116	91	41	50

Job Groups	Mar - Nov Totals		Net Change	Dec - January		
	Hire	Terms		Hire	Terms	
Fulltime Faculty	3070101	3715644	-645,543.00	308947	329123	-20176
Part Time Faculty	72884	185505	-112,621.00	72884	0	72884
Administrators/Deans	120000	586785	-466,785.00	0	84043	-84043
Fulltime Professionals	2966770	5699412	-2,732,642.00	700546	681537	19009
Fulltime Hourly	1726173	4082835	-2,356,662.00	331853	500358	-168505
Graduate Assistants	89600	5600	84,000.00	89600	0	89600
Part Time Professionals	47525	141238	-93,713.00	46025	36244	9781
Part Time Hourly	98625	122444	-23,819.00	16361	1239	15122
Totals	8,191,678.00	14,539,463.00	-6,347,785.00	1,566,216.00	1,632,544.00	-66328

I. Approve Policy 4.1.3, Academic Integrity

II. Issue

The proposal is to adopt Policy 4.1.3.

III. Background

Policy 4.1.3 has been revised to update and clarify the academic integrity process.

IV. Alternatives

The alternatives are not to adopt Policy 4.1.3 or to revise the proposed Policy 4.1.3.

V. President's Recommendation

Based upon the recommendations of the Faculty Senate and the Provost Council, the President recommends approval.



Eastern Kentucky University Policy and Regulation Library

4.1.3P

Volume 4, Academic Affairs
Chapter 1, Academic Practices
Section 3, Academic Integrity

Approval Authority: Board of Regents

Responsible Executive: Provost/Vice President for Academic Affairs

Responsible Office(s): Office of Student Conduct and Community
Standards

Effective: June 11, 2012

Issued: June 12, 2006

Last Revised: June 11, 2012

Next Review Date: Spring 2017

Academic Integrity

Policy Statement

Preamble

Eastern Kentucky University is a community of shared academic values, foremost of which is a strong commitment to intellectual honesty, honorable conduct and respect for others. In order to meet these values, students at EKU are expected to adhere to the highest standards of academic integrity. These standards are embodied in this policy and the Student Code of Conduct, which all students shall pledge to uphold by signing the Eastern Kentucky University Honor Code. By honoring and enforcing this Academic Integrity Policy, the University community affirms that it does not tolerate academic dishonesty. This policy defines the various forms of academic dishonesty, and it outlines the consequences for each. Additionally, this policy gives the method for appealing an instructor's a complainant's allegation ~~belief~~ that some form of academic dishonesty has in fact occurred.

Statement

~~Academic Integrity (AI) is a fundamental value for the Eastern Kentucky University community of students, faculty, and staff. Academic dishonesty can occur in different forms, some of which include cheating, plagiarism, and fabrication. The University treats all instances of academic dishonesty seriously. It should be clearly understood that academic dishonesty and incidents of academic dishonesty will have serious consequences. Anyone who knowingly assists in any form of academic dishonesty shall be considered as responsible as the student who accepts such assistance and shall be subject to the same sanctions. Academic dishonesty can occur in different forms, some of which include cheating, plagiarism, and fabrication.~~

Entities Affected by the Policy

- Colleges
- Departments
- Faculty
- Students

Procedures

Signing the Eastern Kentucky University Academic Integrity Pledge Honor Code

The AI Pledge, below, is administered through the Terms of Usage for EKU Direct.

The Pledge

I hereby affirm that I understand, accept, and will uphold the responsibilities and stipulations of the Eastern Kentucky University ~~Honor Code and~~ Academic Integrity policy.

Procedures for Dealing with Academic Integrity Cases

Step 1

When a Violation is Suspected

If an incident of alleged violation of the AI Policy is suspected, any member of the EKU community can initiate the process of review by reporting the incident to the Office of Student Conduct and Community Standards (SCCS) or directly to the responsible a faculty/staff member. If a faculty/staff member receives a report of an alleged academic integrity violation, they shall notify the SCCS Office. The SCCS Office is responsible for notifying the affected responsible faculty/staff member and the appropriate Department Chair/Unit Head of the alleged violations reported to the SCCS Office.

The responsible faculty/staff member may elect to conduct his/her/their own review of the allegations (Option A) or may elect for the matter to be referred to the SCCS Academic Integrity Office (Option B). Prior to selecting either option, the faculty/staff member should (1) contact the SCCS office to determine if the student has a prior violation, and (2) inform the appropriate Department Chair of the incident.

If a mid-term or final grade is to be reported to the University before during the pendency of the academic integrity procedures are completed, the responsible faculty member shall report an "incomplete" for the involved student until the final resolution of the matter.

Option A: Faculty/Staff Member Conducts Review

- If the responsible faculty/staff member chooses to continue the review of the allegations autonomously, the faculty/staff member should obtain and assess the applicable information in determining whether a violation of the AI policy has occurred. If the faculty/staff member determines that an AI policy violation has occurred, a notification of the violation must be made to the SCCS Office of Academic Integrity. The faculty/staff member should must request information from the SCCS Office regarding the student's previous violations of the AI Policy prior to determining a sanction in this particular case. for recordkeeping within 10 academic days of the alleged violation.
- At this point Following receipt of information from the SCCS Office, the faculty/staff member also notifies the student in writing of the allegations, the sanction, and the right to contest the allegation and sanction according to the AI Policy procedure. The responsible Faculty/staff member is encouraged to meet with the student and discuss the allegation and the policy. If the student accepts responsibility for the violation and the sanction in writing, the case is closed. There is no appeal from of this decision. Upon determination of responsibility, the Assistant Director for Student Rights and Responsibilities, SCCS Office for Academic Integrity (Assistant Director for AI) will enter the report data in the database.
- Note: The faculty/staff involved in Step 1 should request information from the Assistant Director for AI Office regarding the student's previous violations of the AI Policy prior to determining a sanction in this particular case.
- If the student does not accept responsibility and chooses to contest the allegation and/or sanction, the faculty/staff member will refer the case to the SCCS Office, within five academic days of the meeting. The Assistant Director for SCCS Office will meet with the student to discuss the charge and/or sanctions and the right to contest these. If the student chooses not to contest the charge accepts responsibility for the violation and the sanction, the case is closed. There is no appeal from this decision. Notification of the violation is made by the SCCS Office into the database for recordkeeping. If the student contests the allegation and/or sanction, the SCCS Office will schedule a hearing, as soon as practicable, with the specific College Academic Integrity Committee from which the incident occurred.

Option B: Faculty/Staff Member Refers Case to SCCS AI Office

- If a faculty/staff member chooses to refer the case directly to the SCCS Office, the faculty/staff member will send all information concerning the matter to the SCCS Office and the Assistant Director for SCCS Office will meet with the student to discuss the alleged violation. If the student

~~accepts responsibility for the violation chooses not to contest the allegation and the~~ sanction, the sanction is imposed; the case is closed. There is no appeal from this decision. If the student contests the allegation and/or sanction, the [SCCS](#) Office will schedule a hearing, as soon as practicable, with the specific College Academic Integrity Committee from which the incident occurred.

Step 2

College Academic Integrity Committee Hearing

At the College AI Hearing both the student and the faculty/staff member will present their information. Both the student and faculty/staff member are permitted to bring witnesses with relevant testimony to the hearing in person. At the College AI Hearing the faculty/staff member will only function as a witness and shall not serve in any adversarial capacity. The Committee members will review all of the information presented and then deliberate in private. At the discretion of the Chair of the Committee, the proceeding may be extended to an additional meeting. At this level of hearing and continuing throughout the process, the student has the option of having a Peer Advisor present. Absent exceptional circumstances beyond the control of the student as determined by the Chair of the Committee, if the student who has been notified of the hearing fails to appear, the proceeding may take place in his or her absence.

A minimum of 4 Committee members must be present. To determine that a violation has occurred, 3 of the 5 Committee members must agree. To determine the sanction, 3 of the 5 Committee members must agree. The Committee's decision will be binding. If the Committee determines that the student has violated the AI Policy, before the sanctioning stage of the hearing, the [Assistant Director for SCCS Office](#) will provide the Committee information regarding whether the student has any previous AI Policy violations recorded or sanctions imposed. The Committee will deliberate again in private in order to determine the appropriate sanction for this violation. The Chair will announce the decision of the Committee, within five academic days, after the close of the hearing.

Step 3

Appealing the Decision of the College Academic Integrity Committee

A student can appeal the decision of the College AI Committee to the University AI Committee. This appeal can only be made based upon irregularities in procedure, new information not available for the first hearing, or punishment not consistent with the violation. The student will notify, in writing, the [SCCS](#) Office of their request to appeal to the University AI Committee within five academic days of the College AI Committee's decision, and a meeting of the University AI Committee will be scheduled as soon as practicable.

Step 4

University Academic Integrity Committee Hearing

~~A minimum of 4 Committee members must be present. To determine that a violation has occurred, 3 of the 5 Committee members must agree. To determine the sanction, 3 of the 5 Committee members must agree.~~

At the University AI Committee appeal review meeting, the Committee members will consider all the written information supplied by the student, and the material considered by the College AI Committee, including any response from the faculty/staff member. The Committee can modify or set aside the applied response including sanction, refer the case back to the College AI Committee, or uphold the decision. [The Chair will announce the decision of the committee, within five academic days, after the close of the hearing.](#)

~~The decision of the University AI Committee is final and can only be appealed if the sanction is suspension, expulsion, or "FX" grade, unless the Committee determines that suspension or expulsion is the appropriate sanction to be imposed. The Chair will announce the decision of the committee, within five academic days, after the close of the hearing.~~

Steps 5 through 8

~~The following steps will ONLY be necessary if it is determined that the student may face the sanctions of suspension or expulsion for the alleged AI Policy violation. According to KRS 164.370, the Eastern Kentucky University Board of Regents may delegate its authority to suspend or expel a student. The Board has designated the Student Disciplinary Council as the only body authorized to suspend or expel a student (See Board of Regents' minutes October 7, 1978).~~

KRS 164.370 provides that: "Each Board of Regents may invest the faculty or a committee of the faculty and students with the power to suspend or expel any student for disobedience to its rules, or for any other contumacy, insubordination, or immoral conduct. In every case of suspension or expulsion of a student the person suspended or expelled may appeal to the Board of Regents. The Board of Regents shall prescribe the manner and the mode of procedure on appeal. The decision of the Board of Regents shall be final."

Step 5
Suspension, Expulsion, or "FX" Grade Recommendation

If the College AI Committee or University AI Committee or Assistant Director for AI recommends that the sanction of suspension or expulsion is appropriate or if the "FX" grade is recommended as a sanction for an AI Policy violation, the matter must be referred to the Student Disciplinary Council. As soon as practicable, the AI Office will schedule a hearing before the Student Disciplinary Council.

Step 6
Student Disciplinary Council Hearing

At the Student Disciplinary Council hearing, both the student and the faculty/staff member will present their information. At the Student Disciplinary Council hearing, the faculty/staff member will function only as a witness and shall not serve in any adversarial capacity. The Council will review all of the information presented and then deliberate in private. Absent exceptional circumstances beyond the control of the student as determined by the Chair of the Council, if the student who has been notified of the hearing fails to appear, the proceeding may take place in his or her absence, and the Committee's decision will be binding.

If the Council determines that the student has violated the AI Policy, before the sanctioning stage of the meeting, the Assistant Director for AI Office will provide the Council information regarding whether the student has any previous AI Policy violations recorded and sanctions imposed. The Council will deliberate again in private in order to determine the appropriate sanction for this violation. The Chair will announce the decision of the Council to those present at the conclusion of the hearing.

Step 57
Appealing the Decision of the University Academic Integrity Committee Student Disciplinary Council

If the student chooses to contest the allegation and/or sanction of expulsion, suspension, or "FX" grade, the student can appeal to the Provost. The student will notify, in writing, the Office of the Provost of his or her request and grounds for such request, within five academic days of the University AI Committee's Student Disciplinary Council's decision. An appeal to the Provost can only be based upon irregularities in procedure, new information not available for the first hearing, or punishment not consistent with the violation. The Provost will render a decision, in writing, within ten academic days of receipt of the appeal.

Step 68
Appealing the Decision of the Provost

If the Provost upholds the sanction decision imposed by the University AI Committee of the Student Disciplinary Council, and if the student chooses to further contest the allegation and/or sanction, the student can appeal to the Board of Regents. The student will notify, in writing, the SCCS Office of his or her request and grounds for such request, within five academic days of the Provost's decision. As soon as practicable, the SCCS Office will submit the appeal to the Board secretary. An appeal to the Board of Regents can only be based upon irregularities in procedure, new information not available at the first hearing, or punishment not consistent with the violation; the decision of the Board of Regents is final.

Definitions

Assistant Director for Student Rights and Responsibilities (Assistant Director for AI)

A faculty member who coordinates the implementation of the EKU Academic Integrity Policy. The Assistant Director for AI does not take part in any actual hearings, but is available to answer procedural questions.

Academic Day

In this document, academic day refers to days within an academic term. If the

academic day occurs on a weekend, holiday, or University break or if the University is closed due to inclement weather, an action required within a specified number of academic days shall be due on the first day practicable on which University is open during an academic term.

Cheating

Cheating is an act or an attempted act of deception by which a student seeks to misrepresent that he or she has mastered information on an academic exercise. Cheating includes, but is not limited to, the following:

- Giving or receiving assistance not authorized by the instructor or university representative
- Participating in unauthorized collaboration on an academic exercise
- Using unapproved or misusing electronic devices or aids during an academic exercise
- Turning in substantially similar papers/assignments as other student(s)

College Academic Integrity Committee

The College Academic Integrity Committee is comprised of 5 members (2+ faculty from the department where the incident arose, 1+ faculty from the college at large, and 2 students from the college at large but not from the department where the incident arose.) If this case involves a graduate student, at least one of the students on the Committee will be a graduate student. One member, elected by the Committee, will serve as Chair. The College may form a standing committee for this purpose. The student members and a student alternate, who shall serve if one of the student members is not available or if there is a conflict of interest, shall be selected by a procedure determined by the college.

Fabrication

Fabrication is a form of deception and occurs when a student misrepresents written or verbal information in an academic exercise. Fabrication includes, but is not limited to, the following:

- Citation of information not taken from the source indicated. This may include the incorrect documentation of secondary source materials.
- Listing sources in a bibliography not directly used in the academic exercise
- Submission in a paper, thesis, lab report, practicum log, or other academic exercise of falsified, invented, or fictitious data or information or deliberate and knowing concealment or distortion of the true nature origin or function of such data or information
- Submitting as your own any academic exercise (verbal, written, electronic, or artistic work) prepared totally or in part by another person

"FX" Notation

"FX" grade denotes failure in the course due to academic dishonesty.

Peer-Advisor

~~An accused student has the right to have another willing student act as his or her advisor/advocate and to assist the student throughout the process, beginning at step 2 and continuing through step 8. The student can be any presently enrolled EKU student.~~

Plagiarism

Plagiarism occurs when a student represents work taken from another source as his or her own. It is imperative that a student give credit to information, words, ideas, and images that are integrated into his or her own work. Acknowledgement of a source of information in any form should consist of complete, accurate, and specific references and, if verbatim statements are included, quotation marks as well. Examples of plagiarism include, but are not limited to, the following:

- Using words, ideas, or images from another source (including the Internet), whether in quotation marks or not, without giving credit to that source in the form of a bibliographic citation
- Using facts, statistics, or other supporting materials that are not clearly common knowledge without acknowledgement of the source

Provost

~~Refers to the Provost and Vice-President for Academic Affairs or the Associate Provost for Academic and Faculty Affairs~~

Silent Advisor

An accused student has the right to have an attorney a silent advisor present, who may be an attorney, student, friend, etc., at any proceedings at step 2 and continuing through step 48. The attorney-silent advisor is not permitted to speak in any hearing through this process.

Student-Disciplinary Council	The Student-Disciplinary Council is comprised of seven members, one faculty from each of the Colleges and two students (one undergraduate and one graduate student) named by the President of the University. One member, elected by the Council, serves as Chair.
Triviality	A case may be dismissed if it is found to be trivial. A trivial case is one with no possible consequences to a matter of legitimate concern of the academic community or one with no tendency to undermine trust within the community.
University Academic Integrity Committee	The University Academic Integrity Committee <u>pool</u> is comprised of <u>thirteen</u> <u>six</u> members: <u>2 members nominated from each college, and 1 student. The college members shall constitute a pool from which to select the sitting committee for an appeal. The student member and a student alternate, who shall serve if the student member is not available or if there is a conflict of interest, shall be nominated by the Student Government Association. Members, except for the student member, shall serve two year, staggered terms. The Chair of the committee shall be elected by the Committee membership. At the beginning of the academic year, there will be two names (1 faculty, 1 student) from each college and one name (faculty/staff) from the Library submitted to the President's office for appointment to the Committee. For each AI hearing, the college from which the incident arose will have both the faculty and student serve as members of this specific Committee. The remaining members of the Committee will be randomly drawn from two separate categories in order for the make-up of the Committee to be three faculty and three students. One member, elected by the Committee, will serve as Chair. An appeal to this Committee can only be based upon irregularities in procedure, new information not available for the first hearing, or punishment not consistent with the violation.</u>
University	Eastern Kentucky University

Responsibilities

College Academic Integrity Committee	The Committee is responsible for determining the facts, and, if the student is found to have violated the AI Policy, the Committee must determine the appropriate sanction. <u>A minimum of 3 Committee members must be present. To determine that a violation has occurred, 3 of the 5 Committee members must agree. To determine the sanction, 3 of the 5 Committee members must agree.</u>
Faculty	If a mid-term or final grade is to be reported to the University during the pendency of the academic integrity procedures, the responsible faculty member shall report an "incomplete" for the involved student until the final resolution of the matter.
Registrar's Office	<u>The Office of the Registrar is responsible for enforcing all Academic Integrity sanctions, including the application of any registration and/or transcript holds, as appropriate. All Academic Integrity final sanction files will be housed on a permanent basis within the Office of the Registrar per educational record retention standards.</u>
Assistant Director for Student Conduct and Community Standards Office	<u>The Assistant Director for AI Student Conduct and Community Standards Office is responsible for maintaining all records of all incidents involving the EKU AI policy.</u>
University Academic Integrity Committee	The Committee is responsible for hearing appeals from the College AI Committee of AI policy sanctions. <u>It can modify or set aside the applied sanction, refer the case back to the College AI Committee, or uphold the decision. A minimum of 4 Committee members must be present. To determine that a violation has/has not has occurred, 4 of the 6 Committee members must agree. To determine the sanction, 4 of the 6 Committee members must agree. The decision of the University AI Committee is final, unless the Committee determines suspension or expulsion or the awarding of the "FX" grade is the appropriate sanction to be imposed.</u>

Violations of the Policy

Minimum Sanction: The standard minimum sanction for an AI Policy violation shall be the assignment of an "F" for the test, assignment or activity in which an incident of academic dishonesty occurred; the student will not be allowed to retake or rewrite the test, assignment or activity. ~~A student assigned an "F" for the course will not be permitted to drop or withdraw from the course.~~

Sanctions: In addition to the minimum sanctions for an AI Policy violation, other appropriate educational sanctions may be assigned; these sanctions may be given even if this is the first violation of the AI Policy. Such sanctions could include, but are not limited to, the following:

- Removal from the course
- Educational sanctions
- Community service
- Precluded from graduating with Honors
- An assigned "F" for the course
- "FX" notation on transcript
- **Suspension****
- **Expulsion****

~~*Note: Per the Academic Integrity Policy 4.1.3, Eastern Kentucky University's Student Disciplinary Council is the only body authorized to make a permanent "FX" notation on transcript.~~

~~**Note: In accordance with KRS 164.370, the Board of Regents of Eastern Kentucky University has delegated authority to the Student Disciplinary Council as the only body authorized to suspend or expel a student.~~

"F" for the Course:

~~A student given a sanction of an "F" for the course will not be permitted to drop or withdraw from the course.~~

"FX" Notation:

The "FX" grade is a final and permanent notation on the student's transcript. The "FX" grade can only be imposed by the ~~University Academic Integrity Committee Student Disciplinary Council~~. Upon exhaustion of the appeals process set forth in the Academic Integrity Policy 4.1.3, the notation cannot be removed. A student may retake the course where the "FX" notation is applied, and the new grade will replace the "FX" in the calculation of the student's GPA. The "FX" notation, however, will remain on the student's transcript.

Interpreting Authority

- ~~Provost/Vice President for Academic Affairs~~ Senior Vice President for Academics and Provost

Statutory or Regulatory References

[KRS 164.370](#)

Policy Adoption Review and Approval

<u>Date</u>	<u>Entity</u>	<u>Action</u>
October 3, 2018	Board of Regents	
May 7, 2018	President	Approved
	Provost Council	Approved
	Faculty Senate	
May 6, 2013	Executive Assistant to the Provost	Editorial Revision
June 11, 2012	Board of Regents	Adopted
May 14, 2012	President	Approved
April 4, 2012	Provost Council	Approved
February 7, 2011	Faculty Senate	Approved
January 20, 2011	Council on Academic Affairs	Approved

Policy Issued

<u>Date</u>	<u>Entity</u>	<u>Action</u>
June 12, 2006	Board of Regents	Adopted
December 5, 2005	Faculty Senate	Approved
Academic Dishonesty		
<u>Date</u>	<u>Entity</u>	<u>Action</u>
May 1, 1989	Faculty Senate	Approved

Issue date unknown

I. Approve Policy 4.1.15, Grade Appeals

II. Issue

The proposal is to adopt Policy 4.1.15.

III. Background

Policy 4.1.15 has been revised to update and clarify the grade appeal process.

IV. Alternatives

The alternatives are not to adopt Policy 4.1.15 or to revise the proposed Policy 4.1.15.

V. President's Recommendation

Based upon the recommendations of the Faculty Senate and the Provost Council, the President recommends approval.



4.1.15P

Volume 4, Academic Affairs

Chapter 1, Academic Practices

Section 15, Grade Appeals

Approval Authority: Board of Regents

Responsible Executive: Provost/Vice President for Academic Affairs

Responsible Office(s): Departments

Effective: July 24, 1992

Issued: July 30, 1987

Last Revised: July 24, 1992

Next Review Date:

Grade Appeals

Policy Statement

Evaluation of individual assignments resulting in a final course grade is the responsibility of the faculty. The faculty member is responsible for establishing and communicating clearly defined standards for assigning grades, and maintaining accurate records to support those grades. Students are responsible for reading and understanding grading practices as specified in the course syllabus.

In the event that a student decides to contest a final course grade, this Grade Appeals Policy establishes a clear, fair process by which it can be challenged. A grade appeal shall be confined to charges of unfair action toward an individual student and may not involve a challenge of an instructor's grading standard. Further, the grade appeal considers whether a grade was determined in a fair and appropriate manner; it does not attempt to grade or re-grade individual assignments. It is incumbent on the student to substantiate the claim that his or her final grade represents unfair treatment. In the absence of compelling reasons, such as clerical/computational error, prejudice, or arbitrariness, the grade assigned by the instructor of record is to be considered final.

This process cannot be used for students appealing a grade of F or FX assigned due to academic dishonesty. Further this process cannot be used for allegations covered under Policy 1.4.1, Non-Discrimination and Harassment.

Entities Affected by the Policy

- Colleges
- Departments
- Faculty
- Students

Procedures

If a student wishes to appeal a course grade, the procedure below ~~shall should~~ be followed: If any step in the process is skipped, the appeal will be referred back to the skipped step.

1. The student will consult with the instructor in an effort to seeking a satisfactory explanation.
2. If the student is not satisfied with the explanation from the instructor, the student may appeal the course grade in writing to the Department Chair/Unit Head, after consulting with the instructor, the student believes that a grievance exists, the student may present a complaint in writing outlining the basis of the grievance to the department chair within 30 calendar days after the beginning of the next semester, exclusive of summer session.
 - a. The written appeal shall include the basis for the appeal and any supporting documentation, including evidence that Step 1 was completed. The Department Chair/Unit Head shall provide a copy of the appeal and supporting documents to the instructor of the course.

- b. The instructor shall provide a written response to the appeal, with any supporting documents, to the Department Chair/Unit Head within 10 calendar days. A copy of the instructor's response shall be made available to the student.
 - c. The Department Chair/Unit Head shall consider the written appeal and may meet with the parties matter in consultation with the instructor and the student and exercise influence to work towards mediation.
 - d. If the Department Chair/Unit Head is the instructor for the course, the appeal will skip Step 2 and be submitted to the Chair of the department's Academic Practices Committee.
3. If the matter grievance remains unsettled, the Department Chair/Unit Head shall as soon as practicable refer the matter to the departmental committee on Academic Practices Committee. The Committee is composed of the department chair, two faculty members from of the department and one student.
 - a. The members of the Committee are elected by a majority vote of the department faculty no later than September 10 of the year in which the Committee will operate.
 - b. thereof (with one faculty alternate member shall be elected to serve in the event that one of the regular members is the person against whom the complaint has been lodged), and one student member
 - c. The student member and a student alternate, who shall serve if the member is not available or if there is a conflict of interest, shall be selected by a procedure determined by the department, chosen by the department chair. All members of the committee shall have voting privileges. In cases where the department has an insufficient number of faculty members to make the above procedure workable, the Provost and Vice President for Academic Affairs and the dean of the college in which the course is offered shall appoint an appropriate committee.
4. Meetings of the departmental Academic Practices Committee shall be scheduled at a mutually agreed-upon time, when all relevant parties can reasonably be expected to participate. A student who has agreed to a time for a meeting of the departmental Academic Practices Committee and who does not appear at that meeting may forfeit the right to present evidence beyond that furnished in the original letter of appeal.
5. After considering the evidence and any rebuttals submitted by the student and/or the instructor, the committee shall make a decision that which shall be binding. All parties shall be informed of this decision within ten calendar working days after the Committee meets with the parties.
6. Appeals from the committee's decision may be made on procedural grounds only and must be made within 20 calendar days following notification of the departmental committee decision. Such an appeal should be made to the dean of the college in which the course is offered and, if necessary, then to the Provost and Vice President for Academic Affairs. The Provost's decision is final.
7. If the grade appeal process results in a change in the final course grade, the faculty member is responsible for submitting a Change of Grade form to the Registrar.

All parties involved in the grade appeal process shall respect confidentiality throughout the process and shall adhere to all requirements of the Family Educational Rights and Privacy Act (FERPA).

Definitions

Calendar Day

Throughout this document calendar day shall be interpreted to mean no later than the specified number of calendar days following the day of notification. If the final calendar day occurs on a weekend or holiday, the due date shall be on the first day on which University administrative offices are open. The time for response may be extended upon agreement by both parties.

Responsibilities

<u>College Dean</u>	<u>The Dean is responsible for reviewing appeals upon an allegation of violation of procedural grounds of this policy.</u>
<u>Department Academic Practices Committee</u>	<u>The Academic Practices Committee is responsible for</u> <ul style="list-style-type: none"> <u>reviewing all materials for the appeal and rendering a decision.</u> <u>notifying the student and the instructor of the decision.</u>
<u>Department Chair/Unit Head</u>	<u>The Department Chair/Unit Head is responsible for</u> <ul style="list-style-type: none"> <u>providing a copy of the appeal and supporting materials of a grade appeal to the instructor.</u> <u>making the instructor response and supporting materials available to the student.</u> <u>reviewing all materials for the appeal and facilitate an informal mediation between instructor and student.</u> <u>notifying the student and the instructor of the decision.</u>
<u>Instructor</u>	<u>The course instructor is responsible for</u> <ul style="list-style-type: none"> <u>establishing and communicating clearly defined standards for assigning grades, and maintaining accurate records to support those grades.</u> <u>responding to students' queries regarding final course grades.</u> <u>providing a response to a grade appeal and supporting documents or other materials as requested.</u> <u>submitting a Change of Grade form to the Registrar if the appeal results in a grade change.</u>
<u>Provost</u>	<u>The Provost is responsible for reviewing appeals upon an allegation of violation of procedural grounds of this policy.</u>
<u>Student</u>	<u>The student is responsible for</u> <ul style="list-style-type: none"> <u>reading and understanding the grading practices as specified in the course syllabus.</u> <u>consulting with the instructor when a question arises regarding course grades.</u> <u>providing a written appeal and supporting documents or other materials as requested.</u>

Interpreting Authority

Senior Vice President for Academic Affairs and Provost

Policy Adoption Review and Approval

Policy Revisions

<u>Date</u>	<u>Entity</u>	<u>Action</u>
October 3, 2018	Board of Regents	
October 1, 2018	President	Approved
February 5, 2018	Provost Council	Approved modified version
	Faculty Senate	Approved
July 24, 1992	Board of Regents	Adopted
March 2, 1992	Faculty Senate	Approved

Policy Issued

<u>Date</u>	<u>Entity</u>	<u>Action</u>
July 30, 1987	Board of Regents	Adopted*

*As part of the Faculty/Staff Handbook

I. Approve Policy 4.3.8, Posthumous Degrees

II. Issue

The proposal is to adopt Policy 4.3.8.

III. Background

Policy 4.3.8 has been revised to update the procedures, including approval by the appropriate Dean rather than the Faculty Senate.

IV. Alternatives

The alternatives are not to adopt Policy 4.3.8 or to revise the proposed Policy 4.3.8.

V. President's Recommendation

Based upon the recommendations of the Faculty Senate and the Provost Council, the President recommends approval.



Eastern Kentucky University Policy and Regulation Library

4.3.8P

Volume 4, Academic Affairs

Chapter 3, Courses, Programs, and Degrees

Section 8, Posthumous Degrees

Approval Authority: Board of Regents

Responsible Executive: Provost/Vice President for Academic Affairs

Responsible Office(s): Office of the Registrar

Effective: February 5, 2000

Issued: February 5, 2000

Last Revised:

Next Review Date:

Posthumous Degrees

Policy Statement

Eastern Kentucky University recognizes the importance of acknowledging significant student achievement at all times, including following the tragic death of a student who has made substantial progress towards the completion of a degree ~~and who has made noteworthy contributions to the University community.~~

The University will award a posthumous degree upon approval of the College Dean if the following conditions are met:

1. the student had completed 75% of degree requirements for an associate, baccalaureate, or graduate degree, and
2. the student was in good academic standing in his/her program of study

If the above conditions have not been met, consideration will be given upon documentation of a student's noteworthy contribution to the University community during his/her tenure, or explanation of extraordinary circumstances, such as active military or public service personnel killed in the line of duty.

It is therefore proposed that posthumous degrees be considered by the Executive Committee of the Faculty Senate if all of the following conditions are met:

1. At the time of his/her death, the student had achieved senior standing/or was within one year of graduation in the case of a Bachelor's degree; fourth semester standing or within one semester of graduation in the case of an Associate's degree; have obtained Candidacy plus completed 75% of program requirements for the Master's degree.
2. The student had been in good academic standing in their program of study at the time of their death.
3. Documentation is provided of the student's noteworthy contributions to the University community during his/her tenure at the University.

Entities Affected by the Policy

- Students
- Colleges
- Departments
- Office of the Registrar

Procedures

1. A student meeting the condition of this Policy may be nominated for a posthumous degree by the department chair/unit head of his/her major department. Nomination letters shall indicate that the student met the conditions for awarding a posthumous degree or, if conditions have not been met, shall provide documentation or explanation of the student's contributions to the University community or of other extraordinary circumstances. The student is nominated by the Chair of his/her major department.

2. Nominations for posthumous degrees ~~should~~ shall be forwarded to the College Dean Chair of the Faculty Senate and copied to the Provost and Vice President for Academic Affairs and Research Registrar.
3. The Registrar shall verify that the conditions for awarding a posthumous degree have been met and shall report the findings to the College Dean Chair of the Faculty Senate.
4. The Faculty Senate Executive Committee will consider nominations and will forward positive recommendations on to the Faculty Senate, unless there is an emergency situation.
- 5.4. Upon approval by the College Dean, the Dean The Faculty Senate, the Chair of Faculty Senate will notify the Registrar, who shall coordinate with the appropriate College to make arrangements with the student's family, forward positive recommendations on to the Provost and Vice President for Academic Affairs and Research for implementation. The appropriate degree would will be awarded at the Commencement at which the student would have been otherwise recognized or at a commencement acceptable to the University and the student's family. The student's family will be asked to identify an appropriate person to receive the diploma when the student is recognized at the appropriate time in the Commencement ceremony. Except for the fact that the individual receiving the diploma on behalf of the student would will not be attired in cap or gown, there would will be no other changes in the ceremony.

Responsibilities

Department Chair/Unit Head	The Department Chair/Unit Head is responsible for submitting nominations of students for posthumous degrees and providing any necessary supporting documentation.
Faculty Senate Chair <u>College Dean</u>	<ul style="list-style-type: none"> The <u>Dean of the College Chair of Faculty Senate</u> is responsible for <u>ensuring reviewing</u> posthumous degree nominations <u>are considered by the Faculty Senate Executive Committee as well as the Faculty Senate.</u> The <u>Dean of the College Chair of Faculty Senate</u> is responsible for communicating positive recommendations to the Registrar.
Registrar	<ul style="list-style-type: none"> The Registrar is responsible for verifying that the nominated student has met the conditions for a posthumous degree. The Registrar is responsible for coordinating with the College to make arrangements with the student's family.

Interpreting Authority

Senior Vice President for Academics and Provost

Policy Adoption Review and Approval

Policy Revisions		
<u>Date</u>	<u>Entity</u>	<u>Action</u>
	Board of Regents	
	President	
October 3, 2018	Provost Council	Approved
October 1, 2018	Faculty Senate	Approved modified version
December 4, 2017	Faculty Senate	Approved
Policy Issued		
<u>Date</u>	<u>Entity</u>	<u>Action</u>
February 5, 2000	Board of Regents	Adopted
November 1, 1999	Faculty Senate	Approved

October 20, 1999

Council on Academic Affairs

Approved

I. Approve Policy 4.4.14, Laboratory Safety

II. Issue

The proposal is to adopt Policy 4.4.14.

III. Background

Policy 4.4.14 has been revised to update the laboratory safety procedures.

IV. Alternatives

The alternatives are not to adopt Policy 4.4.14 or to revise the proposed Policy 4.4.14.

V. President's Recommendation

Based upon the recommendations of the Faculty Senate and the Provost Council, the President recommends approval.



Eastern Kentucky University Policy and Regulation Library

4.4.14P

Volume 4, Academic Affairs

Chapter 4, Academic Research and Sponsored Projects

Section 14, Laboratory Safety

Approval Authority: Board of Regents

Responsible Executive: Associate Vice President for Research

Responsible Office(s): Office of Graduate Education and Research,
Environmental Health & Safety

Effective: June 9, 2014

Issued: June 9, 2014

Last Revised:

Next Review Date: Spring 2019

Laboratory Safety

Policy Statement

It is the policy of Eastern Kentucky University to ensure compliance with proper safety measures in all University teaching and research laboratories. In doing so, the University complies with applicable provisions of the Chemical Hygiene requirements issued under the U. S. Occupational Safety and Health Administration (OSHA) and other regulatory requirements.

This policy establishes requirements for practices and procedures to help ensure that faculty, staff, and students at the University are protected from health and safety hazards associated with University laboratories, including hazardous chemicals, physical hazards, radiation, and biohazardous materials.

The Associate Vice President for Research shall serve as the Institutional Official for providing Laboratory Safety Assurances to regulatory agencies.

Entities Affected by the Policy

- Deans
- Chairs
- Faculty and staff responsible for University research and teaching laboratories and/or studios or classrooms where hazardous chemicals physical hazards, radiation, and biohazardous materials are present
- Employed uUndergraduate and graduate students engaged in laboratory-based activities

Procedures

Establishing the Laboratory Safety Committee

The Laboratory Safety Committee shall consist of a minimum of eight members to include: the Director two personnel from of the Environmental Health and Safety Department Officer or his/her designee, the Director of Sponsored Programs, the Associate Vice President for Research or his/her designee, a representative from Model Laboratory School and a minimum of five faculty members, one faculty or staff member from each College, selected from recommendations of the College Deans, and a minimum of one laboratory support staff. Committee members shall serve two year terms, which are renewable. The Director of Environmental Health and Safety Officer, or his/her designee, A senior official from Environmental Health and Safety (Manager or above or their designee) shall serve as chair of the committee. Other members of the Environmental Health and Safety Department or appointees by the Associate Vice President for Research may serve as resource members in an ex officio capacity.

Identifying Affected Units

1. In July of each year, the Laboratory Safety Committee will conduct a survey of all Department Chairs to determine whether potentially hazardous chemicals, physical hazards, radioactive materials or other potentially dangerous materials are used for research or educational purposes within the Department. Survey information will be reviewed by the Laboratory Safety Committee and those departments that have identified lab safety issues covered under this policy will be designated as Affected Units by the Committee.
- ~~2. Annual requirements for reporting, training, and site visits, in accordance with the Laboratory Safety Handbook, will be provided to the Departmental Chairs of the Affected Units with copies to the College Dean by no later than August 15.~~
- ~~3-2.~~ Department Chairs failing to submit surveys by the Committee's deadline will automatically be assumed to be Affected Units for the academic year.

Preparing the Laboratory Safety Handbook and Laboratory Safety Plans

1. Detailed procedures applicable to laboratory safety, including filing of appropriate Laboratory Safety Plans, annual inspections, training requirements, and other guidelines are published in the ECU Laboratory Safety Handbook. [This handbook is prepared by the Laboratory Safety Committee.](#) Procedures in the Handbook are to be reviewed annually by the Laboratory Safety Committee and amended, as needed, to assure regulatory compliance.
2. Department Chairs in Affected Units shall work with faculty and staff within their units to develop a Laboratory Safety Plan for each laboratory, classroom, or studio where hazardous chemicals or other hazardous materials are present.

Definitions

Affected Units	Departments or other units that use potentially hazardous chemicals, physical hazards, radiation, and biohazardous materials for research or educational purposes, or units designated by the Laboratory Safety Committee as Affected Units.
Hazardous Material	A chemical, radioactive material, blood borne pathogen or other material for which there is statistically significant evidence, based on at least one study conducted in accordance with established scientific principles that acute or chronic health effects may occur in exposed employees. The term "health hazard" includes chemicals which are carcinogens; toxic or highly toxic agents; reproductive toxins; irritants; corrosives; sensitizers; hepatotoxins; nephrotoxins; neurotoxins; agents which act on the hematopoietic systems; and agents which damage the lungs, skin, eyes, or mucous membranes.
Laboratory	A facility where the "use of hazardous chemicals or other hazardous materials" occurs. It is a workplace where relatively small quantities of hazardous chemicals are used on a non-production basis. For the purposes of this policy, "laboratory" may include studio, clinic, or any similar facility where hazardous materials may be used as part of the University's research, service, or educational mission.
Laboratory Safety Handbook	ECU document outlining appropriate procedures and training requirements related to laboratory safety.
Laboratory Safety Plan	A written program developed and implemented by the University which sets forth procedures, equipment, personal protective equipment and work practices that (i) are capable of protecting employees from the health hazards presented by hazardous chemicals, physical hazards, radiation, and biohazardous materials used in that particular workplace and (ii) meet the requirements of 29 CFR 1910.1450(e) and other relevant safety regulations.
Physical Hazards	Machinery or other equipment requiring specialized training in which could cause physical harm to the person operating specialized equipment.

Responsibilities

College Dean

- Provide recommendations for membership on Laboratory Safety Committee
- Seek resources within the College or the University, as necessary to maintain applicable laboratory safety standards for all laboratory facilities in the College
- Assist in identifying Departments within the College that are subject to the Laboratory Safety Policy

Department Chair

- Work with faculty and staff to develop and implement a Laboratory Safety Plan for each laboratory, classroom, or studio where hazardous chemicals, physical hazards, radiation, and biohazardous materials are present.
- Ensure that each laboratory has a specific [person-designated-as-the "Laboratory-Supervisor" individual who will be the "designated person in charge" of for the laboratory](#). This is especially important for labs that have many users, such as teaching labs.
- Make budget arrangements for health and safety improvements
- Support the safety program
- Ensure that faculty and staff adhere to the Laboratory Safety Policy and to accepted safety practices
- Maintain a current copy of the Laboratory Safety Plan for each laboratory in the department in the departmental offices
- Complete annual survey conducted by the Laboratory Safety Committee to determine Affected Units
- Report significant accidents or incidents to the Environmental Health and Safety Office

Environmental Health and Safety Office

- Assist faculty and staff with issues relating to chemical storage, handling, disposal, labeling, and safety
- Assist the Laboratory Safety Committee with training and informing laboratory faculty, staff, and student workers about safety issues
- Assist the Laboratory Safety Committee in [conducting-annual-internal-inspections-of-labs-for-health-and-safety reviewing information obtained from self-auditing inspections performed by departmental laboratories](#)
- [Provide chair of Laboratory Safety Committee](#)

Faculty and staff (including teaching and research assistants)

- Comply with all the requirements of this Policy and follow accepted safety practices
- Ensure that all of their laboratory workers comply with this Policy and follow accepted safety practices
- Develop a Laboratory Safety Plan, in collaboration with the Department Chair, identifying hazards unique to their individual laboratories, to address safety issues pertinent to these special hazards.
- [Know Document](#) what chemicals are stored and used in their laboratories and the hazards associated with them
- Maintain a current inventory of chemicals present in the laboratory
- Maintain safety sheets and other records for any chemicals covered by this policy
- Ensure that safety equipment and supplies are present and functional and that laboratory workers use this equipment as needed
- Request funds needed for specific health and safety improvements.
- Report significant accidents or incidents to the Department Chair
- Ensure that the information on laboratory identification signs is current
- Correct any safety deficiencies identified during inspections

Laboratory Safety Committee

- Conduct the annual review of the Laboratory Safety Plan and modify as needed

- Provide technical advice to Department Chairs, Laboratory Supervisors Designated Person in Charge and workers concerning requirements of the Laboratory Safety Plan
- Make recommendations to the Department Chairs and College Deans for safety improvements
- Serve as a liaison between safety personnel and the departments to improve communication
- Maintain documentation relating to the Laboratory Safety Plan, including training records, internal inspection records, and copies of meeting minutes and memos
- Inform and train laboratory faculty, staff, and student workers about chemical safety as required by the Laboratory Safety Plan
- Conduct annual internal inspections of labs for health and safety and submit written reports of the inspection to the Associate Vice President for Research
- Chemical Safety Officer (CSO) will aggregate the data from the internal laboratory inspections and submit a written report to the Associate Vice President for Research
- Publish an annual survey to be sent to all department chairs

Laboratory workers,
including students

- Comply with all health and safety standards and rules
- Successfully complete and required training as specified in the Laboratory Safety Plan
- Report all hazardous conditions to the laboratory supervisor
- Wear or use prescribed protective equipment
- Report any suspected job-related injuries or illnesses to the laboratory supervisor and seek treatment immediately
- Refrain from the operation of any equipment or instrumentation without proper instruction and authorization
- Remain aware of the hazards of the chemicals in the lab and handle hazardous chemicals safely
- Request information and training when unsure how to handle a hazardous chemical or procedure

Statutory or Regulatory References

OSHA Laboratory Standard:

http://www.osha.gov/pls/oshaweb/owadisp.show_document?p_table=STANDARDS&p_id=10106

Violations of the Policy

Policy compliance is the joint responsibility of all involved. If non-compliance issues are identified by the Laboratory Safety Committee, corrective action may be necessary and shall be completed following consultation with the faculty member, respective Dean, Department Chair, and/or Associate Vice President for Research. Any actions deemed necessary in response to policy non-compliance may be appealed to the Provost.

Interpreting Authority

- Associate Vice President for Research

Policy Adoption Review and Approval

Policy Revised

<u>Date</u>	<u>Entity</u>	<u>Action</u>
	Board of Regents	
October 3, 2018	President	Approved
October 1, 2018	Provost Council	Approved
	Faculty Senate	Approved

Policy Issued

<u>Date</u>	<u>Entity</u>	<u>Action</u>
June 9, 2014	Board of Regents	Adopted
May 8, 2014	President	Approved
May 7, 2014	Provost Council	Approved
April 7, 2014	Faculty Senate	Approved

I. Approve Policy 4.6.5, Evaluation of Non-Tenured Tenure-Track Faculty

II. Issue

The proposal is to adopt Policy 4.6.5.

III. Background

Policy 4.6.5 has been revised to change the timeline for notification of non-renewal of tenure-track faculty at Model Laboratory School. The revised notification date is consistent with state law for K-12 teachers rather than the American Association of University Professors recommended timeline for university faculty.

IV. Alternatives

The alternatives are not to adopt Policy 4.6.5 or to revise the proposed Policy 4.6.5.

V. President's Recommendation

Based upon the recommendations of the Faculty Senate and the Provost Council, the President recommends approval.



4.6.5P

Volume 4, Academic Affairs

Chapter 6, Faculty

Section 5, Evaluation of Non-Tenured Tenure-Track Faculty

Approval Authority: Board of Regents

Responsible Executive: Provost/Vice President for Academic Affairs

Responsible Office(s): Academic Affairs

Effective: April 30, 2013 Issued: May 5, 1986

Last Revised: April 30, 2013 Next Review Date: Fall 2018

Evaluation of Non-Tenured Tenure-Track Faculty

Policy Statement

Eastern Kentucky University, as a matter of principle, complies with the American Association of University Professors (AAUP) 1989 "Statement on Procedural Standards in the Renewal or Nonrenewal of Faculty Appointments" and the AAUP and the Association of American Colleges and Universities "1940 Statement of Principles on Academic Freedom and Tenure." These AAUP statements address policy and procedural expectations for a wide variety of institutions of higher education. With these statements in mind, EKU has established criteria and processes by which tenure-track faculty will be evaluated. EKU's policy ensures that processes are clearly articulated and published and are available to all persons in the university community.

EKU's policy for evaluation of non-tenured tenure-track faculty respects the uniqueness of disciplines within the University and provides for appropriate professional flexibility at College and Department levels.

Entities Affected by the Policy

- Non-Tenured Tenure-Track Faculty
- Departments
- College- and University-level Administrators

Principles

1. The Department shall have the primary responsibility for evaluating non-tenured tenure-track faculty. Throughout the evaluation process, Department evaluations shall be given weight which appropriately reflects this responsibility.
2. The recommendations in the decision-making process shall be based on documented and verifiable evidence and the review process shall be transparent.
3. Throughout the process, the principle of confidentiality shall be respected.
4. Review processes at each level shall include appropriate evaluations of performance in teaching, scholarship, and service. These evaluations shall become part of the individual evaluation file.
5. Review processes at each level shall be limited to professionally relevant considerations and shall include documented evidence of performance from the faculty member, students, other faculty, and College- and University-level administrators. The documented evidence shall be part of the individual evaluation dossier.
6. The justification for or against reappointment shall be clearly stated in writing and maintained in the faculty member's evaluation dossier at every step in the process.
7. The Department and College procedures not determined by Policy 4.6.5P, Evaluation of Non-Tenured Tenure-Track Faculty, shall be developed and approved by tenure-track faculty comprising these units. Such procedures shall be made available to the faculty in these units.

Criteria

Faculty shall be evaluated annually. Recommendations and decisions for reappointment shall be based on the evaluation of performance in teaching, scholarly/creative activities, and service. In reviewing all three areas, collegiality shall be considered.

Procedures

Conducting Annual Evaluations for Non-Tenured Tenure-Track Faculty

General Guidelines for Evaluations

1. All evaluations shall be conducted in an ethical manner, with recommendations and justifications based upon relevant, documented, and verifiable information.
2. A record of meetings of the committee shall be maintained in the Department Chair's office and will include names of attending members and a record of the vote count.
3. All committee recommendations shall be based on secret ballot and majority vote. A tie vote is considered a negative vote on the recommendation.
4. Administrative reviewers (Chair, Dean, and Provost) should ensure that annual evaluation recommendations are consistent with the goals and needs of the areas within their scope of responsibility.
5. The Department Chair and the College Dean, in conjunction with the chairs of the respective annual evaluation committees, shall ensure that the membership of annual evaluation committees do not pose a conflict of interest in evaluating and voting upon applicants. If such a conflict exists, the Chair shall arrange for an elected alternate at the department level and the Dean shall arrange for an elected alternate at the college level.
6. Department Chairs shall not serve as members on annual evaluation committees. Furthermore, the Department Chair shall not be present during committee deliberations unless stipulated by Department policy.

Initial Review of First-Year Non-Tenured Tenure-Track Faculty

1. Non-tenured tenure-track faculty in their first full academic year at ECU shall submit a curriculum vita to the Department Chair in accordance with Department deadlines.
2. The Chair shall meet with the first-year non-tenured tenure-track faculty member no later than January 15. The Chair shall provide an evaluation of the faculty member's performance during the academic year to date, including a recommendation regarding reappointment.
3. The faculty member may respond to the evaluation and recommendation by one of the following:
 - (1) Accepting the evaluation and recommendation. The report is then forwarded to the Dean.
 - (2) Filing a statement, including supporting documentation, to be appended to the evaluation. This statement shall be submitted to the Department Chair within five days of receipt of the evaluation report.
4. No later than February 1, the Chair shall forward the evaluation (including the curriculum vita, the recommendation and, if applicable, an appended statement and any supporting documentation) to the Dean.
5. The Dean shall review the material provided by the Department Chair and make a recommendation regarding reappointment. If the Dean does not concur with the Department Chair, the Dean shall state in writing the reasons for the differing recommendation.
6. No later than February 15, the Dean shall notify the faculty member in writing of the Dean's recommendation.
7. The recommendation and the evaluation file shall be forwarded to the Provost.
8. The Provost shall review the evaluation and recommendations. If the Provost does not concur with the recommendations of the Department Chair and/or the Dean, the Provost shall state in writing the reasons for the differing decision.
9. No later than March 1, the Provost shall return the signed evaluations to the Dean, who shall notify the faculty member, with a copy to the Department Chair. The Dean shall provide a copy of the final report to the faculty member. The faculty member shall sign the last page of the report acknowledging receipt of a copy of the report.
10. Appeals of a non-reappointment decision shall follow the procedure below.

THE FOLLOWING PROCEDURES APPLY TO FACULTY IN YEARS TWO THROUGH FIVE:

The Department Annual Evaluation Committee

Department annual evaluation committees shall be composed as determined by the full-time tenure-track faculty of the Department, within the following guidelines:

- a) The Department committee shall consist of no fewer than three voting members, which shall be elected from the full-time tenured faculty. If a Department is too small to provide such a committee, the Department may select a full-time tenured faculty outside the Department with the advice of the Dean of the College. In this case, the faculty member may not serve on the promotion and tenure committee of more than one Department.
- b) The maximum number of members shall be determined by the Department.
- c) If a person in a faculty member's family/household is being evaluated under this policy, the faculty member may not serve on the committee that year. The Department procedures shall provide for an alternate who shall serve throughout the year. If the Department cannot comply with this provision because of the size of the Department or other unique circumstance, the procedure in (a), above, shall be followed.
- d) The committee shall be elected no later than September 10 of the year in which it is to function.

The Department Promotion and Tenure Committee may serve as the annual evaluation committee for non-tenured tenure-track faculty. The Department, by majority vote, shall determine whether to use the Department Promotion and Tenure Committee or to use a separate committee for non-tenured tenure-track faculty.

Evaluation Procedures

Non-tenured tenure-track faculty shall be evaluated on an annual basis and shall be assessed on their professional performance since their last evaluation, including responsiveness to previous evaluations. Non-tenured tenure-track faculty applying for promotion shall submit an application for promotion that shall include all documentation for the annual self-evaluation and shall be additionally evaluated under Policy 4.6.4, Promotion and Tenure. Evaluation of these faculty members shall include committee recommendations for both annual evaluation and promotion.

Faculty Member

1. The non-tenured tenure-track faculty member shall complete a self-evaluation, which shall include a narrative analysis of the faculty member's professional performance for the previous academic year. In all cases, the faculty member shall provide accurate and complete details of any potentially relevant, documented, and verified information. The faculty member shall assemble the evaluation file as follows:
 - a. Terms of Initial Appointment and, if applicable, any previously agreed-upon exceptions to Policy 4.6.4, Promotion and Tenure.
 - b. A copy of a current curriculum vita.
 - c. Copies of previous non-tenured tenure-track annual evaluation reports by evaluators.
 - d. The self-evaluation on the appropriate form.
 - e. Supporting documentation.
2. The faculty member shall submit a self-evaluation and supporting materials to the Department Chair, who has the responsibility to get the evaluation and all materials to the Department committee in accordance with Department deadlines. In the process of being evaluated, faculty members must allow their self-evaluations and supporting materials to be open to their peers on the Department annual evaluation committee.

Department Annual Evaluation Committee

1. The Department committee shall review the evaluation file and all supporting materials required by the Department. The department committee may request additional materials to clarify submitted material as necessary.
2. The Department committee shall consider the faculty member's evaluation file and the following:
 - a. performance in the areas of teaching, scholarly/creative activities, and service;
 - b. formal student evaluations;
 - c. the Department's second systematic method of assessing teaching performance, which shall include a consideration of the perspectives of students, colleagues, and supervisors and shall be clearly defined and communicated in Department policy;
 - d. data provided by the Chair of the Department.

3. The Department may also consider as part of the application the following:
 - a. mandated external review;
 - b. peer opinions (not limited to committee members) but not anonymous opinions.
4. The Department committee shall make a written recommendation, stating reasons for or against reappointment, and shall complete the appropriate recommendation form(s) for reappointment. Members of the committee shall sign the form(s), indicating the report's accuracy as it was approved by the majority of the committee. The evaluation file, the written recommendation, and the signed form(s) shall be submitted to the Department Chair.

Department Chair

1. The Department Chair shall review the evaluation file and the Department committee's recommendations. The Chair may consult with the Department committee and/or the faculty member prior to making a recommendation. If the Department Chair concurs with the committee's recommendation, the Chair may write a separate recommendation regarding reappointment. If the Department Chair does not concur with the committee's recommendation, the Chair shall write a separate recommendation with justifications for the differing recommendation.
2. The faculty member shall be notified in writing by the Department Chair of the recommendations of the Department committee and of the Department Chair, with justification for these decisions.
3. The Department Chair shall meet with the faculty member and review the recommendations, provide the faculty member with a copy of the report (and all addenda), and secure the faculty member's signed acknowledgment of receipt of the report.
4. The faculty member may request reconsideration of the Department committee's recommendation, the Department Chair's recommendation, or both within ten (10) calendar days of notification.
5. The Department committee, the Department Chair, or both shall reconsider the faculty member's evaluation in light of the request for reconsideration. The request for reconsideration should only address concerns raised by the Department committee and/or the Department Chair and may include additional information submitted by the faculty member in support of that clarification.
6. The faculty member shall be notified in writing by the Department Chair of the results of reconsideration. The reconsideration report shall be included in the evaluation file.
7. The recommendation and the evaluation file shall be forwarded to the Dean of the College.

College Dean

1. The Dean shall review the evaluation and recommendations. The Dean may consult with previous decision makers and/or the faculty member prior to making a recommendation. The Dean shall provide a separate recommendation regarding reappointment. If the Dean does not concur with the recommendations of the Department committee, the Department Chair, or both, the Dean shall state in writing the reasons for the differing recommendations.
2. The Dean shall notify the faculty member in writing of the Dean's recommendation, with justification for the recommendation.
3. The recommendation and the evaluation file shall be forwarded to the Provost.

Provost

1. The Provost shall review the evaluation and recommendations. The Provost may consult with previous decision makers and/or the faculty member prior to making a decision. The Provost shall provide a separate decision regarding reappointment. If the Provost does not concur with the recommendations of the Department committee, the Department Chair, the Dean, or all three, the Provost shall state in writing the reasons for the differing decision.
2. The Provost shall return the signed evaluations to the Dean, who shall notify the faculty member, with a copy to the Department Chair. The Dean shall provide a copy of the final report to the faculty member. The faculty member shall sign the last page of the report acknowledging receipt of a copy of the report.
3. Appeals of a non-reappointment decision shall follow the procedure below.

NON-REAPPOINTMENT

1. The Provost shall notify the President of non-reappointment recommendations, including the results of any appeals, in sufficient time to comply with the deadlines below.

2. University Faculty

Faculty members in their first year of a tenure-track appointment at ECU shall receive official notification of non-reappointment from the President no later than March 15 unless an appeal has been filed, in which case the deadline is March 30. Faculty members in the second year of a tenure-track appointment at ECU shall receive official notification of non-reappointment from the President no later than December 15. Faculty members in their third through six years in a tenure-track appointment at ECU shall receive official notification of non-reappointment from the President at least twelve months prior to the faculty member's termination of employment at the University.

Model Laboratory Faculty

In accordance with KRS 161.750, faculty at Model Laboratory School shall receive official notification of non-reappointment from the Superintendent and the President no later than May 15 of the school year during which the appointment is in effect unless an appeal has been filed, in which case the deadline may be extended until the completion of the appeal process. Model Laboratory School faculty will not receive a terminal year.

Appeals

1. In the event of a negative decision by the Provost, the faculty member may appeal the decision. Acceptable grounds for requesting such an appeal are:
 - a. decision is arbitrary, capricious, or not supported by factual data
 - b. violation of procedural due process
 - c. violation of academic freedom
2. The faculty member will submit a written request for appeal to the Provost within ten (10) calendar days of notification of the Provost's decision, with a copy to the Dean of the College. The request shall state the grounds for an appeal, shall provide relevant, documented, and verified evidence not previously submitted in support of such grounds.
3. The Provost shall convene the Faculty Evaluation Appeals Committee (FEAC) to review the appeal. The Provost shall meet with the faculty member upon appeal of a non-reappointment decision, if such a meeting is requested by the faculty member.
4. The FEAC shall evaluate the body of evidence as it relates to the grounds for appeal. The FEAC may meet with decision makers, meet with the faculty member, or consult with others as necessary in order to evaluate the grounds for appeal. Based on its findings, the FEAC may recommend a reconsideration of the Provost's original decision. The FEAC shall report its findings and recommendations to the Provost—with a copy to the faculty member, the Department Chair, and the Dean—within fourteen (14) calendar days of receipt of the appeal, except in extenuating circumstances.
5. Possible actions by the Provost could include, but are not limited to:
 - a. Affirming his/her original decision, with written justification
 - b. Reversing his/her original decision, with written justification
 - c. Reconvening the FEAC to meet with appropriate decision makers and report additional findings.
6. The Provost shall notify the faculty member in writing of the appeal decision, with a copy to the Dean and the Department Chair. All appeal decisions are final.

Responsibilities

Department Chair

At a minimum, the Chair is responsible for:

- providing the Department committee with such documentation and data as policy and committee needs require.
- informing the faculty of policies, procedures, and criteria for annual evaluation.
- making a recommendation regarding reappointment.

Department Evaluation Committee

At a minimum, the Department Evaluation Committee is responsible for:

- for providing the appropriate professional interpretations for the discipline.
- ensuring that criteria applied in the evaluation are consistent with department criteria.
- writing the evaluation report and for making a recommendation regarding reappointment,

College Dean	At a minimum, the College Dean is responsible for: <ul style="list-style-type: none"> • making decisions on reappointment of non-tenured tenure-track faculty • notifying faculty in writing of such decisions
Faculty Evaluation Appeals Committee	At a minimum, the Faculty Evaluation Appeals Committee is responsible for <ul style="list-style-type: none"> • ensuring appeals are reviewed only on the grounds stated in this policy. • reviewing the appeal and the evidence submitted by the faculty member. • submitting findings and recommendations to the Provost.
Faculty Member Being Evaluated	<ul style="list-style-type: none"> • The faculty member being evaluated is responsible for knowing and adhering to the principles and criteria set forth in this policy. • The faculty member being evaluated is responsible for submitting a self-evaluation and other applicable materials by the established Department deadline.
Provost and Vice President for Academic Affairs	At a minimum, the Provost is responsible for: <ul style="list-style-type: none"> • making decisions on reappointment of non-tenured, tenure-track faculty • ultimately ensuring that criteria applied in the evaluation are consistent with the terms of agreement established in writing at the faculty member's initial appointment in a tenure-track position. • meeting with faculty members appealing a non-reappointment decision, if such a meeting is requested by the faculty member. • making decisions on appealed cases.

Definitions

Calendar Day	Throughout this document calendar day shall be interpreted to mean no later than the specified number of calendar days following the day of notification. If the final calendar day occurs on a weekend or holiday, the due date shall be on the first day on which University administrative offices are open. The time for response may be extended upon agreement by both parties.
Collegiality	The ability of an individual to interact with colleagues with civility and professional respect; to engage in shared academic and administrative tasks necessary to meet Department, College, and University goals; and to work productively with faculty, students, and staff. Collegiality should not be confused with sociability or likability but rather is the professional criterion relating to teaching, scholarly/creative activities, and service.
Confidentiality	The principle of limiting access to information or documents only to those persons authorized to have such access. Documents and communications in the evaluation, tenure, and promotion processes will be kept confidential to the extent permitted by law.
Full-time Tenure-Track Faculty	Faculty employed full-time who are tenured, eligible for tenure, or in a pre-tenure probationary period.
Provost	Refers to either the Provost and Vice President for Academic Affairs or his/her designee.
University	Eastern Kentucky University

Interpreting Authority

Provost/Vice President for Academic Affairs

Relevant Links

Policy 4.6.4P, Tenure and Promotion

Policy Adoption Review and Approval

<u>Revised Policy Date</u>	<u>Entity</u>	<u>Action</u>
October 3, 2018	Board of Regents	
October 1, 2018	President	Approved
	Provost Council	Adopted
	Faculty Senate	
April 30, 2013	Board of Regents	Adopted
April 8, 2013	President	Approved
April 3, 2013	Provost Council	Approved
March 29, 2103	Chairs Association	Approved
March 4, 2013	Faculty Senate	Approved
<u>Date</u>	<u>Entity</u>	<u>Action</u>
June 8, 2009	Board of Regents	Adopted
May 8, 2009	President	Approved
March 4, 2009	Provost Council	Approved
March 2, 2009	Faculty Senate	Approved
<u>Policy Issued Date</u>	<u>Entity</u>	<u>Action</u>
August 7, 1986	Board of Regents	Adopted
May 5, 1986	Faculty Senate	Approved

I. Approve Policy 4.7.2, Sabbaticals

II. Issue

The proposal is to adopt Policy 4.7.2.

III. Background

Policy 4.7.2 has been revised to update and clarify the sabbatical process.

IV. Alternatives

The alternatives are not to adopt Policy 4.7.2 or to revise the proposed Policy 4.7.2.

V. President's Recommendation

Based upon the recommendations of the Faculty Senate and the Provost Council, the President recommends approval.



Eastern Kentucky University Policy and Regulation Library

4.7.2P

Volume 4, Academic Affairs

Chapter 7, Faculty Rights and Responsibilities

Section 2, Sabbaticals

Approval Authority: Board of Regents

Responsible Executive: Senior Vice President for Academics
and Provost

Responsible Office(s): Academic Affairs, Colleges,
Departments

Effective: December 4, 2003 Issued: May 26, 1922

Last Revised: December 4, 2003 Next Review Date:

Sabbaticals

Policy Statement

Purpose and Principles

~~Eastern Kentucky University maintains and promotes a program of sabbaticals for faculty as a part of its overall efforts to maintain high quality academic programs and an energized faculty. A sabbatical can be a rejuvenating experience for a faculty member, permitting time to investigate avenues for improving academic quality in the pursuit of excellence. All eligible faculty members are strongly encouraged to apply for sabbaticals.~~

Sabbaticals are designed for professional improvement of current faculty members by providing, for a specified period, time away from the usual contractual obligations. This time enables faculty members to pursue scholarly activities that will strengthen teaching, scholarship, and/or service and to maintain high quality academic programs and/or any combination therein at the department, college, library, or university levels. Sabbatical requests are to be closely related to each faculty member's teaching or research area but are not granted for the completion of an advanced degree or for any other activities related to that.

Since a sabbatical is a privilege and not a right, sabbaticals are not granted automatically after the required semesters of service. ~~A sabbatical may be granted to a faculty member who has demonstrated an above average ability in teaching, scholarship, and service and who has completed an application which meets the sabbatical requirements.~~

Entities Affected by the Policy

- Faculty
- Departments
- Colleges

Procedures

Funding and Salary Payment Compensation

~~Individual colleges may fund sabbaticals for faculty members through college development funds, indirect cost allocations, private sources designated for the college, or other approved sources. Sabbaticals are typically funded through college budgets and salary savings from full-year sabbaticals. When necessary, the Provost Office may contribute funds for sabbatical leaves. To help supplement their sabbatical request, faculty members are encouraged to seek outside sources of funding, subject to University policies related to externally sponsored projects, to help supplement their sabbatical request.~~

The three types of sabbaticals for which eligible faculty members on full-time appointments may apply are as follows:

- 1) one year at half salary,
- 2) one semester at full salary, or
- 3) one-half time for two semesters at full salary.

The salary will be based upon the amount that would have been received for the academic year had the sabbatical not been taken. In the application, the faculty member must designate the type of sabbatical requested as well as the effective semester or year.

Since preference is given to one-year sabbatical requests at half salary, these candidates are encouraged to seek scholarships, fellowships, or other honorary stipends to supplement their sabbatical salaries.

Eligibility and Application Process

Full-time faculty who have completed twelve (12) semesters, excluding summer and winter terms, of full-time continuous service to the University are eligible to apply for the first or subsequent sabbaticals. A faculty member may apply for sabbatical prior to the completion of the 12 semesters of full-time service to the University as long as the 12 semesters will be complete by the time the sabbatical is taken. To be eligible to apply for a sabbatical, faculty members must meet the following requirements:

1. Complete twelve (12) semesters of full-time service to the University before the first sabbatical or between subsequent sabbaticals.¹

Purpose for Sabbatical

Preferred purposes for sabbaticals include, but are not rank ordered or limited to, the following:

1. A carefully designed scholarly/creative project related to the discipline.
2. Scholarly writing or other comparable form of creative activity with a goal of publication or presentation.
3. A clearly defined program of independent study related to instructional responsibilities.
4. A clearly defined program of a major course revision and/or new course development.

Application and Approval Procedures

- 2.1. Submit an Application for Sabbatical Leave appropriate request document with supporting information in accordance with the approved criteria of the faculty member's college criteria or with the Libraries' criteria.
- 3.2. Applications must be submitted Submit requests to the department chair/unit head or the Dean of Libraries no later than September 15 of the year preceding the academic year of the sabbatical. (Requests may be submitted two years in advance for approval. If the request is denied, a new application may be filed the following year.)
4. Obtain all required approvals at the department and college levels and receive written approval from the Provost/Vice President of Academic Affairs.
5. Librarians will submit Sabbatical requests to the Library Dean. The library faculty will comprise their own academic unit and follow the same procedures outlined in this document for the colleges.

Department Procedures

1. Departments shall elect a sabbatical review committee that shall consist of at least two full-time, tenured faculty members. If a faculty member or a member of his or her family/household is being considered for sabbatical, the faculty member may not serve on the committee that year. The committee shall be elected no later than September 10 of the year in which it is to function.
2. Applications for sabbaticals shall submitted to the Department Chair/Unit Head no later than September 15.
3. The department committee shall review sabbatical applications and provide a recommendation based on the published College criteria to the Department Chair/Unit Head.
4. The Department Chair/Unit Head will review sabbatical applications and the department committee's recommendation. The Department Chair/Unit Head will make a recommendation and will forward all sabbatical applications, the recommendations, and an impact statement for each application to the Dean. Impact statements should reflect the impact on the teaching and major service obligations if the sabbatical is approved.
5. If the sabbatical application is deemed unsatisfactory by either the department committee or the Department Chair/Unit Head, the applicant shall be given an opportunity to revise the proposal based on written feedback and shall resubmit with 10 calendar days for reconsideration.

College Procedures

1. Each college will develop specific guidelines regarding the criteria, quality, and weight assigned to specific categories of scholarly/creative activities and service which ~~that~~ are the basis for a sabbatical. ~~These guidelines will be clear and concise and will address the process, procedures, and expected results. These guidelines will shall be approved by the majority of full-time faculty in the college and shall be published. Guidelines should also include due dates for sabbatical requests as well as parameters for the development of a sabbatical application, for all faculty members; and each college will establish an education and assistance program to help faculty members in the development of high quality sabbatical requests within one (1) year from the publication of this policy.~~
2. The College sabbatical review committee shall consist of at least one full-time, tenured faculty member elected by each department in the college. If a faculty member or a member of his or her family/household is being considered for sabbatical, the faculty member may not serve on the committee that year. The committee shall be elected no later than September 10 of the year in which it is to function.
3. The college committee shall review sabbatical applications and provide a recommendation based on the published College criteria and the Department recommendations. The committee will ensure that the University approved procedures have been followed and that the sabbatical recommendations concur with the goals and needs of the college. If more than one sabbatical application is submitted, the committee will rank the proposals prior to forwarding the applications and recommendations to the Dean.
4. The Dean will review sabbatical applications and all recommendations. The Dean will make a recommendation and will forward all recommended sabbatical applications and an impact statement. Impact statements should reflect the impact on the teaching and major service obligations if the sabbatical requests are approved, including an overall cost analysis for all sabbaticals recommended for approval. All sabbatical materials shall be forwarded to the Provost no later than November 1.

University Procedures

1. The Provost will review sabbatical requests and evaluate for available funding and forward the selected sabbatical requests to the President by December 15.
2. The President will review sabbatical requests and forward to the Board of Regents for approval.
3. The President will notify selected faculty members following action by the Board of Regents.

Sabbatical Deferrals

Sabbatical recipients may for legitimate reasons defer an approved sabbatical leave for up to one year, subject to budgetary limitations, in the following year. In the event that a sabbatical recipient is asked by his or her chair, dean of the college or Provost/Senior Vice President for Academic Affairs to defer an approved leave, and does so, that leave will be honored by the University in the following year. Deferrals shall be approved by the Dean, the Provost, and the President. If a deferment will result in additional costs, the deferment must also be approved by the Board of Regents.

Each college will assure that the University approved procedures have been followed and that the sabbatical recommendations concur with the goals and needs of the college. The following procedures apply to the colleges:

- Preferred purposes for sabbaticals include, but are not rank ordered or limited to, the following:
1. A carefully designed scholarly/creative project related to the discipline.
 2. Scholarly writing or other comparable form of creative activity with a goal of publication or presentation.
 3. A clearly defined program of independent study related to instructional responsibilities.
 - A clearly defined program of a major course revision and/or new course development.
- B. Each college will develop policies, procedures, and guidelines approved by a majority of the faculty of the college for the review of sabbatical applications. These policies and procedures will include the following elements:

1. ~~Timetables for receiving the sabbatical request.~~
 2. ~~Parameters for the development of the reasonable request document and supporting materials.~~
 3. ~~Evaluation criteria that will take into account the benefits of the sabbatical for the faculty member, the department, the college, and, ultimately, the students.~~
 4. ~~A departmental review committee for screening and making recommendations to the chair. (A faculty member who will be considered for a sabbatical will not be eligible to serve on this committee. The same rule applies to anyone with a significant conflict of interest, e.g., the candidate is a member of one's immediate family.)~~
 5. ~~A college review committee for making recommendations to the dean.~~
- C. ~~The dean of the college will forward the selected sabbatical requests to the Provost/Vice President of Academic Affairs by November 1.~~
- D. ~~The Provost/Vice President of Academic Affairs will evaluate and forward the selected sabbatical requests to the President by December 15. The President will notify selected faculty members following action by the Board of Regents.~~

Faculty Rights during a Sabbatical

Successful candidates will retain the following rights during their time spent on a sabbatical:

1. The faculty member may share in the salary increases awarded by the University.
2. ~~Retirement contributions depend on the faculty member's retirement plan. KTRS is a Defined Benefit Plan, and the Non-KTRS programs are Defined Contribution Plans.~~
3. ~~If the candidate is a KTRS participant, retirement contributions are not withheld and the University does not make retirement contributions during the sabbatical period. However, as stated in the KTRS guidelines, participants may purchase service credit within the "interest free period" and the University will continue to pay the difference between the purchase price (8.375%) and the amount that would have otherwise been deducted from the candidate's pay (6.16%). This difference of 2.215% along with the employer match is billed to the University at the end of each fiscal year. By purchasing the service credit, the sabbatical year or semester counts toward retirement service.~~
4. ~~The University's contribution to both the ORP and the Kentucky Teachers Retirement System (KTRS) plan has equaled 13.84% of the participant's gross earnings; however, the University's contribution to the ORP will increase to 16.09% with the additional 2.25% supplement to the ORP for the FY 2006-2007. The unfunded liability portion of the 16.09% contribution for FY 2006-2007 is 9.43%. The unfunded liability is subject to change on an annual basis. The amount to be funded to KTRS for the unfunded liability is set each year by the Board of Trustees of KTRS.~~
5. ~~3. The candidate who is a member of a University insurance coverage plan or a family plan will continue to receive coverage at the same rates while on a sabbatical.~~
6. ~~4. The sabbatical period counts toward requirements for promotion.~~
7. ~~5. All faculty approved for sabbatical leave are encouraged to contact the Benefits section of Human Resources for information related to the leave's impact on employee benefits to include retirement.~~

Faculty Obligations after a Sabbatical

The successful applicants will accept the following obligations regarding the sabbatical:

1. A faculty member who is approved for a sabbatical is expected to carry out the plan set forth in the application and forward a comprehensive open file report to the dean of the college identifying the accomplishments within ninety (90) days from the completion of the sabbatical and to submit for publication, if appropriate, the findings of the sabbatical within six (6) months one year.
2. A recipient of a sabbatical will return to ECU for a minimum of one (1) academic year following the sabbatical. (Unless otherwise agreed in advance by the faculty member and chair or dean, the sabbatical recipient will return to his or her former position within the University.) In the event that the faculty member does not return to ECU for the specified period, the recipient will reimburse ECU in full for the salary and fringe benefits received during the sabbatical. If the University dismisses the faculty member, except for cause, before the completion of the specified period, the recipient will not be obligated to reimburse the University for benefits received during the sabbatical.

Exceptions to the University Policy

The President, in concurrence with the Provost ~~Vice President of Academic Affairs~~, has the option of making exceptions to the above stated policy when deemed in the best interest of the University.

Definitions

Calendar Day

Throughout this document calendar day shall be interpreted to mean no later than the specified number of calendar days following the day of notification. If the final calendar day occurs on a weekend or holiday, the due date shall be on the first day on which University administrative offices are open. The time for response may be extended upon agreement by both parties.

Responsibilities

Board of Regents

The Board of Regents shall have the final approval authority for sabbatical requests and for deferrals of sabbatical if additional costs are associated with the deferral.

College Dean

At a minimum, the Dean is responsible for

- providing a recommendation for sabbatical requests.
- providing an impact statement, including a cost analysis, for all approved sabbatical requests for the College.
- Ensuring the college has approved sabbatical guidelines that are published and available to college faculty.

College Sabbatical Review Committee

Each College sabbatical review committee is responsible for

- ensuring that the University procedures for sabbaticals are followed.
- reviewing sabbatical applications and providing recommendations and rankings to the college dean.

Department Chair/Unit Head

At a minimum, the Chair/Unit Head is responsible for

- providing a recommendation for sabbatical requests.
- providing an impact statement for all sabbatical requests for the Department.
- approving sabbatical deferral requests.

Department Sabbatical Review

- Each Department committee shall be responsible for reviewing sabbatical applications and providing recommendations to the Department Chair/Unit Head.

President

The President is responsible

- for reviewing sabbatical requests and submitting requests to the Board of Regents.
- approving sabbatical deferral requests.

Provost

At a minimum, the Provost is responsible for

- reviewing and evaluating sabbatical requests for available funding.
- forwarding sabbatical requests to the President.
- approving sabbatical deferral requests.

Interpreting Authority

Provost and Senior Vice President for Academic Affairs

Policy Adoption Review and Approval

Policy Revisions

<u>Date</u>	<u>Entity</u>	<u>Action</u>
	Board of Regents	
	President	
	Provost Council	
May 7, 2018	Faculty Senate	Approved
December 4, 2003	Board of Regents	Adopted
October 6, 2003	Faculty Senate	Approved
March 5, 1990	Faculty Senate	Approved
January 16, 1988	Board of Regents	Adopted
January 11, 1988	Faculty Senate	Approved
December 7, 1987	Faculty Senate	Approved
January 7, 1978	Board of Regents	Adopted
December 7, 1977	Faculty Senate	Approved
March 6, 1976	Faculty Senate	Approved
February 20, 1963	Board of Regents	Adopted
January 21, 1963	Faculty Senate	Approved
June 19, 1948	Board of Regents	Adopted
October 20, 1947	Board of Regents	Adopted
April 14, 1923	Board of Regents	Adopted

Policy Issued

<u>Date</u>	<u>Entity</u>	<u>Action</u>
May 26, 1922	Board of Regents	Adopted

Interpretations

~~¹This should be interpreted to mean a faculty member can apply for sabbatical prior to the completion of the 12 semesters of full-time service to the University as long as the 12 semesters will be complete by the time the sabbatical is taken.
—Provost Vice, September 8, 2011~~

I. Recommended Retirement Transition Program Participants (RTPs) effective 2019-2020

II. Issue

The primary purpose of the Retirement Transition Program (RTP) is to provide an appropriate career transition for experienced professionals. Another significant purpose is to assist academic planners as they more effectively reallocate resources to meet program objectives and student needs in an increasingly dynamic environment.

III. Background

This program was approved by the Board of Regents in January, 2001 and implementation became effective July 1, 2001, as an alternative to ERO. RTPs will be approved only when they are in the best interest of the University, and have the approval of the Department Chair, the College Dean, the Provost and Vice President for Academic Affairs and the President.

IV. Alternatives

To not approve the proposed faculty for RTP.

V. President's Recommendation

Based upon the approval of the respective Deans and the Provost, the President recommends that the Board of Regents approve the individuals requesting RTP, effective 2019-2020.

**Retirement Transition Program
Effective 2019-2020**

<u>Name</u>	<u>Department</u>	<u>Time Frame</u>
<u>College of Justice & Safety</u>		
Chuck Fields	Criminal Justice & Police Studies	up to 2 years
<u>College of Letters, Arts & Social Sciences</u>		
Rose Perrine	Psychology	up to 3 years
	Associate Dean	
<u>College of Science</u>		
Martin Brock	Chemistry	up to 3 years

I. Recommended Sabbatical Program Participants for 2019-2020

II. Issue

The primary purpose of the Sabbatical Program is to permit time for a faculty member who has demonstrated an above average ability in teaching, scholarly/creative, and service activities to investigate avenues for improving academic quality in the pursuit of excellence. This time enables faculty members to pursue scholarly/creative activities that will strengthen teaching, scholarship/creativity, service and/or any combination therein at the department, college, library, or university levels.

III. Background

This revised program was approved by the Board of Regents in December, 2003. Sabbaticals will be approved only when they are in the best interest of the University, and have the approval of the Department Chair, the College Dean, the Provost and Vice President for Academic Affairs and the President.

IV. Alternatives

To not approve the proposed faculty for the Sabbatical Program.

V. President's Recommendation

Based upon the approval of the respective Deans and the Provost, the President recommends that the Board of Regents approve the individuals requesting Sabbaticals for the fiscal year 2019-2020.

Recommended 2019-2020 Sabbatical Leaves

<u>Name</u>	<u>Department</u>	<u>Timeframe</u>
<u>College of Letters, Arts, & Social Sciences</u>		
Elizabeth Underwood	Anthropology, Sociology, & Social Sciences	Spring 2020, Full Pay
Ilona Szekely	Art & Design	Spring 2020, Full Pay
Cui Zhang	English & Theatre	Spring 2020, Full Pay
Tom Butler	English & Theatre	Spring 2020, Full Pay
Rich, Christopher Michael	Languages, Cultures, & Humanities	Fall 2019 – Spring 2020, Full Leave, Half Pay
Larry Nelson	Music	Spring 2020, Full Pay
<u>College of Justice & Safety</u>		
Peter Kraska	Justice Studies	Fall 2019, Full Pay
Betsy Matthews	Justice Studies	Fall 2019, Full Pay

I. Approve Policy 9.3.3P, Policy Governing Time, Place and Manner of Demonstrations and Other Assemblies (Interim)

II. Issue

The proposal is to adopt Policy 9.3.3.

III. Background

Policy 9.3.3 was created to establish guidelines and regulations for the effective use of University facilities and spaces in the exercise of free expression.

IV. Alternatives

The alternatives are not to adopt Policy 9.3.3 or to revise the proposed Policy 9.3.3.

V. President's Recommendation

Based upon the recommendations of the Faculty Senate and the Provost Council, the President recommends approval.



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Office of University Counsel
University.Counsel@eku.edu
www.eku.edu

209 Coates Building, Coates CPO 40A
521 Lancaster Avenue
Richmond, Kentucky 40475-3102
(859) 622-6693
FAX: (859) 622-8030

TO: Dr. Michael T. Benson
President

FROM: Barbara J. Kent
Barbara J. Kent
Director, Policy and Legal Operations

DATE: July 13, 2018

RE: Request for Approval: University Policy 9.3.3P, Policy Governing Time, Place and Manner of Demonstrations, Meetings and Other Assemblies (Interim)

Executive Summary

This policy reaffirms the University's commitment to valuing and protecting the right of free expression and academic freedom, upholding open inquiry, and promoting lively debate. The policy also establishes guidelines and regulations for the effective use of University facilities and spaces in the exercise of free expression.

In accordance with University Policy 1.1.1P, a policy drafting team was formed as follows: Dana Fohl, Mark Maier, Lynnette Noblitt, Bryan Makinen, Jill Price, Jesse Hood, and Barbara Kent. During the period Fall 2017 through February 2018, the team met and researched, drafted, and finalized the interim policy. Since February 2018, the Counsel's office was monitoring university campus free speech state legislation to analyze its impact on this draft should the bill be successful. It ultimately failed.

The policy is now submitted for your consideration and action. We request approval of the policy on an interim basis. Following approval on an interim basis, the formal policy vetting process will proceed as set forth in 1.1.1P.

Please let me know if you have any questions or need additional information.

Presidential Action:

- ☒ Approve as Interim
☐ Submit to President's Council for advisement
☐ Submit to _____ for further review, drafting, or stakeholder feedback
☐ Not Approved
☐ Other action recommended: _____

Signature

Date



Eastern Kentucky University Policy and Regulation Library

9.3.3P

Volume 9, Safety, Security and Environment

Chapter 3, Safety

Section 3, Policy Governing Time, Place and Manner of Demonstrations, Meetings and Other Assemblies (Interim)

Approval Authority: Board of Regents

Responsible Executives: VP for Finance & Administration and University Counsel

Responsible Offices: Public Safety & University Counsel

Effective: 07/16/18

Issued: 07/16/18

Expiration: 07/01/19

Policy Governing Time, Place and Manner of Demonstrations, Meetings and Other Assemblies (Interim)

Policy Statement

Eastern Kentucky University recognizes that freedom of expression and academic freedom are fundamental values and foundations for the development of knowledge, transmission of learning, and the general well-being of society. Consistent with the United States and Commonwealth of Kentucky Constitutions, all members of the University community have a right to free expression, assembly, and advocacy in a peaceful manner. Eastern Kentucky University is committed to protecting the right of free expression and academic freedom, upholding open inquiry, and promoting lively debate.

The University does not impose restrictions on speech except where such restrictions are:

- Content neutral;
- narrowly tailored to serve a significant government interest; and
- leave open ample alternative channels of communication.

This policy is established to facilitate the effective use of University facilities and outdoor spaces for the exercise of free expression.

Entities Affected

Internal and External Constituents.

Procedures

I. Demonstrations, Meetings or Assemblies

Individuals or groups who desire to use University areas for demonstrations, meetings or other assemblies are strongly encouraged to reserve a specific area(s) in advance to ensure the availability of space. Without a reservation, the University allows most University areas to be utilized on a first-come, first-served basis, in accordance with University Policy 7.1.1P, Scheduling of University Facilities and Outdoor Space.

Planned or spontaneous demonstrations, meetings or assemblies may be conducted in those appropriate areas of campus that are regularly available to the public, provided such demonstrations, meetings, or other assemblies meet the following non-exhaustive list of time, place and manner restrictions:

- Are conducted in a lawful manner.
- Do not prohibit or interfere with vehicular or pedestrian traffic.
- Do not interfere with the normal operations of the University, to include classes, other scheduled meetings, events, ceremonies, and other educational processes.

- Do not willfully, negligently or recklessly commit any act likely to create an imminent health or safety hazard.
- Do not utilize Sound Amplification equipment above an 8-hour time-weighted average sound level (TWA) of 85 decibels and a not to exceed limit of 95 decibels at any time.
- Do not include expression that is threatening of physical harm; incites imminent lawless action; is vulgar, obscene, or defamatory; or that amounts to discriminatory harassment to the extent not entitled to protection as expression.
- Do not alter the physical appearance or litter the area.
- Are conducted only with specific authorization when held in areas described in Section III(B) of this policy.
- Are conducted in compliance with Sections V and VI of this policy.
- Are in compliance with University policies and regulations.

II. Time of Day Restrictions

Free expression in outdoor areas after 7:00 p.m. and before 7:00 a.m. is limited to outdoor areas requiring a prior reservation, per Section III(B), subject to the provisions of Section I of this policy.

III. Reservation of University Facilities

Reservation of appropriate University grounds, areas, facilities, or other University Property for the purpose of conducting a demonstration, meeting, or other assembly shall be granted, subject to the restrictions contained in Section I. In all instances, the Organizer shall be present when the facility or area is being utilized pursuant to the reservation.

Reservations and scheduling of University facilities (all indoor and outdoor spaces outside of the designated time frame in Section II) should be made in accordance with University Policy 7.1.1.P, Scheduling of University Facilities and Outdoor Space.

A. Indoor Spaces

All indoor spaces must be reserved in advance in accordance with University Policy 7.1.1.P, Scheduling of University Facilities and Outdoor Space.

B. Outdoor Spaces

The University shall not impose restrictions on the time, place, and manner of free expression that occurs in the outdoor areas of the University's campus and is protected by the United States and Commonwealth Constitutions unless the restrictions are content neutral, are narrowly tailored to serve a significant government interest, and leave open ample alternate channels for communication.

Free expression in outdoor areas between University buildings is subject to the following reasonable content-neutral restrictions:

- Speakers may not be in the streets, parking lots, or on sidewalks.
- Speakers may be in areas adjacent to the sidewalks provided the speaker and audience do not block or impede pedestrian traffic.
- Speech involving the use of tables, stationary displays, or the exhibition of images, or the amplification of sound is limited to areas designed by Conferencing and Events and requires a prior reservation.
- The University may temporarily restrict expressive activities in areas that are otherwise open for expressive activities when those areas have been reserved for a University-approved function.

C. Restricted Outdoor Areas Requiring a Reservation

The following restricted areas may be utilized on a reservation-only basis:

- All areas and buildings within athletic facilities;
- intramural fields and other recreational areas;
- amphitheaters;
- parking lots and parking structures; and
- residential areas on campus, including sidewalks and pedestrian walkways.

Necessary forms for completion and specific procedures regarding the use of such areas may be obtained from Conferencing and Events.

IV. Posters, Flyers, Handbills, Banners, and Chalking

- Any member of the University community is eligible to post materials on campus, in accordance with University Policy 11.1.1P, Bulletin Boards and Postings Places.
- Chalking is only permitted on campus concrete walkways at least 30 feet from the entrance of buildings, and only in areas that are open to the elements (i.e., can be washed away with rain). Steps or vertical surfaces are restricted. The chalk must be water-soluble "sidewalk" chalk, which wears away with water or foot traffic.
- Chalking on the exterior walls of any campus building (academic, administrative, or residential) is prohibited.
- If chalking in inappropriate locations or with the wrong type of material results in damage to University Property, restitution will be required from the responsible party.

V. Relocation of Individuals or Groups

The University reserves the right to relocate any individual or group on University grounds, areas, facilities, or other University Property for the purpose of conducting a demonstration, meeting or assembly if the Office of Public Safety or its representative believes there is a real or potential risk of unlawful activity, property damage, or safety concern.

Demonstrations, meetings, or assemblies whose numbers exceed 50 individuals may represent a reasonable concern for safety, security, or reasonable access to campus, and may be restricted in size and to specific locations.

VI. Unsponsored External Constituents

External Constituents not sponsored by any Internal Constituent, must complete and submit a Registration and Request Form to Conferencing and Events at least ten (10) Business Days prior to the date of the requested event, meeting or demonstration on campus.

Completion of the form does not ensure the University will approve the date, time, and location requested.

Conferencing and Events will respond to the requesting individual or organization within three (3) Business Days of receiving the required form. The University may either confirm the request as submitted, or may notify the requesting individual or organization that, based upon this policy and its need to assess and provide appropriate security, the request must be modified and/or cannot be approved as submitted. In order that a written record of all communication be maintained, email shall be the preferred form of communication between the University and requestor.

Definitions

Business Days	Days and hours the University is open for business (Monday through Friday, 8:00 a.m. to 5:00 p.m.).
External Constituents	Individuals, groups, or organizations not affiliated with Eastern Kentucky University.
Internal Constituents	University Employees, Students, academic departments and colleges, administrative offices and units, and registered student organizations.
Organizer	Individual, group or organization responsible for organizing, coordinating, and communicating all event logistics with the Office of Conferencing and Events. Organizer may be a Student, Faculty, Staff, Internal or External Constituent.
Sponsored External Constituents	Individuals, groups, or organizations not affiliated with the University, sponsored by an Internal Constituent.

Sound Amplification	Any device that is designed to make sound louder. This includes, but is not limited to, bull horns, microphones, etc.
Students	Individuals currently enrolled at the University.
University	Eastern Kentucky University, including all regional campuses.
University Employees	Students, faculty and staff currently employed at the University.
University Property	Any real property, buildings, and facilities under the primary control of the University through ownership, lease, or other means.
Un-sponsored External Constituent or Organizations	Individuals, groups or organizations not affiliated with the University and not sponsored by any Internal Constituent.

Responsibilities

Conferencing and Events	Administration of the policy.
Office of Public Safety	Enforcement of the policy.
University	Ensure that all persons may exercise the constitutionally protected rights of free expression.
University Counsel	Oversight of the policy. Serves as a resource to Conferencing and Events and the Office of Public Safety.

Violations of the Policy

Internal Constituents and Sponsored External Constituents

Failure to abide by the terms of this policy or other University policies may result in charges of violations of the Code of Student Conduct, or of other University regulations in the case of non-student members of the University community. Those failing to comply may also be found in violation of the law if so determined by a law enforcement official on the scene.

Un-sponsored External Constituents or Organizations

Failure to abide by the terms of this policy or other University policies will result in the Office of Public Safety directing the violating individual(s) or organizations(s) to leave campus. Those failing to comply may also be found in violation of the law if so determined by a law enforcement official on the scene.

Unregistered individuals or organizations speaking or distributing literature, who come to the attention of the University, will be removed from campus by law enforcement personnel. Such persons will be permitted to return to speak or distribute literature on campus only after complying with the terms of the registration procedure described herein.

Interpreting Authority

University Counsel

Relevant Links

University Policy 1.4.1P, Non-Discrimination and Harassment

University Policy 7.1.1P, Scheduling of University Facilities and Outdoor Space

University Policy 9.3.2P, Deadly Weapons and Dangerous Materials/Instruments on Campus Interim Policy

University Policy 11.1.1P, Bulletin Boards and Postings Places

Occupational Safety and Health Administration (OSHA) standard 29 CFR 1910.95

Policy Adoption Review and Approval

Policy Revised

<u>Date</u>	<u>Entity</u>	<u>Action</u>
08/31/18	Director of Policy & Legal Operations	Editorial Revisions

Policy Issued

<u>Date</u>	<u>Entity</u>	<u>Action</u>
12/03/18	Faculty Senate	Recommend Approval
09/05/18	Provost's Council	Recommend Approval
08/07/18	Staff Council	Recommend Approval
07/16/18	President	Approved Interim

I. Approve Policy 11.2.4, Information Security Policy (Interim)

II. Issue

The proposal is to adopt Policy 11.2.4.

III. Background

Policy 11.2.4 was created to establish guidelines and regulations for the protection of confidential information of University constituents and mission-critical functions, as well as comply with the requirements of the Gramm-Leach Bliley Act (GBLA) and Payment Card Industry Security Standard (PCI DSS).

IV. Alternatives

The alternatives are not to adopt Policy 11.2.4 or to revise the proposed Policy 11.2.4.

V. President's Recommendation

Based upon the recommendations of the Faculty Senate and the Provost Council, the President recommends approval.



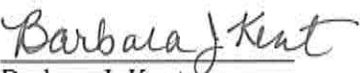
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209 Coates Building, Coates CPO 40A
521 Lancaster Avenue
Richmond, Kentucky 40475-3102

TO: Dr. Michael T. Benson
President

FROM: 
Barbara J. Kent
Director of Policy & Legal Operations

DATE: May 23, 2018

RE: Request for Approval: University Policy 11.2.4P, Information Security Policy (Interim)

Executive Summary

This interim policy reaffirms the University's commitment to information security and implements controls to further safeguard Information Technology (IT) assets in light of evolving technology, communication, and collaboration.

It is the University's responsibility, in compliance with state and federal law, to protect the confidential information of its constituents and mission-critical functions.

In its Dear Colleague Letter (GEN 16-12), dated July 1, 2016, the U.S. Department of Education (ED) provided that institution officers should evaluate and document their current security protocol against the requirements of Gramm-Leach Bliley Act (GLBA) including developing, implementing, and maintaining a written information security program.

In addition, the Payment Card Industry Data Security Standard (PCI DSS), requires a policy in place that addresses information security for employees and contractors, and assesses the University a monthly fee of approximately \$611.63 until compliance is met.

In response, an interim policy drafting team was formed in fall of 2017 and met over the course of several weeks. The drafting team was composed of Betina Gardner, Jeff Whitaker, Ott Rose, Steve Caudill, Saul Wright, Jeff Kilgore, and Barbara Kent. This interim policy provides the framework that will ensure overall compliance and protection of University information from unauthorized access, loss or damage, while equally supporting the open sharing of information to the extent possible under the law and other required protocols.

The policy is now submitted for your consideration and action. We request that you approve the policy on an interim basis. Following approval on an interim basis, the policy drafting team will continue with the policy vetting process as set forth in 1.1.1P.

Please let me know if you have any questions or need additional information.

Presidential Action:

- ☒ Approve as Interim
☐ Submit to President's Council for advisement
☐ Submit to _____ for further review, drafting, or stakeholder feedback
☐ Not Approved
☐ Other action recommended: _____


Signature


Date



Eastern Kentucky University Policy and Regulation Library

11.2.4P

Volume 11: Information Management

Chapter 2: Technologies

Section 4: Information Security Policy (Interim)

Approval Authority: Board of Regents

Responsible Executive: Executive Vice President for Finance & Administration

Responsible Office: Information Technology

Effective: 06/01/18

Expiration: 03/01/2019

Information Security Policy (Interim)

Statement

The University reaffirms its commitment to safeguarding University Information Technology (IT) assets in light of evolving technology, communication, and collaboration.

The purpose of this policy is to provide a security framework that will ensure the protection of Eastern Kentucky University information from unauthorized access, loss or damage while supporting the open, information-sharing needs of our academic culture. University Information may be verbal, digital, and/or hardcopy, individually-controlled or shared, stand-alone or networked, used for administration, research, teaching, or other purposes. The entire University Community has a responsibility for proper handling and protection of Confidential Information as set out in these procedures.

The University will:

1. Ensure the Chief Information Officer (CIO) designates one or more individuals to identify and assess the risks to Non-Public or Business-Critical Information within the University and establish a University Information Security Plan.
2. Develop, publish, and maintain Information Security policies and procedures for protection of University information, Information Systems and supporting infrastructure.
3. Provide training to Authorized University Users in the responsible use of, but not limited to: information, Applications, Information Systems, Networks, and computing devices.
4. Encourage the exchange of Information Security knowledge, including threats, risks, countermeasures, controls, and best practices both within and outside the University.
5. Periodically evaluate the effectiveness of Information Security Controls.
6. Provide for the confidentiality of Personally Identifiable Information (PII) in accordance with Laws, Regulations, and Policies.
7. Perform a comprehensive risk assessment in regards to the safeguarding of Non-Public or Business-Critical data.

Entities Affected

The entire University Community.

Background

It is the University's responsibility, in compliance with Laws, Regulations, and Policies, to protect the Confidential Information of its constituents and mission-critical functions.

Procedures

I. CONFIDENTIAL INFORMATION

- A. All Users are responsible for protecting University Confidential Information that they use in any form from unauthorized access and use.
- B. All Users are responsible for protecting their University passwords and other access credentials from unauthorized use.
- C. No User shall share their password(s).
- D. All access to and use of University Confidential Information must only be for authorized purposes.
- E. All access to systems containing University Confidential Information must be for authorized purposes.
- F. All persons accessing University Confidential Information must be trained in protecting such information.
- G. All Users of University Confidential Information resources must be accurately and individually identified.
- H. University Confidential Information must be protected on any user computer or portable device.
- I. All servers storing University Confidential Information must be protected against unauthorized access.
- J. Electronic and physical records containing University Confidential Information must be appropriately protected when transported or transmitted.
- K. Software must be kept up to date on all computers and devices that process or store University Confidential Information.
- L. Mechanisms must be implemented to limit the number of unsuccessful attempts to log into an Application or server that processes or stores University Confidential Information.
- M. Electronic and physical records containing University Confidential Information must be properly retained until final disposition per University Policy 11.3.1P, Records Management.
- N. The University must conduct appropriate due diligence to ensure that third parties that store or have access to University Confidential Information are capable of properly protecting the information and must require such third parties to protect the information.
- O. Any actual or suspected loss, theft, or improper use of or access to University Confidential Information must be reported immediately.

II. POINT OF SALE (POS) DEVICES

- A. The University will maintain a list and location of such devices.
- B. The University will periodically check devices for tampering and substitution.
- C. The University will conduct training for personnel utilizing POS devices, to include awareness of suspicious behavior and reporting of suspected or actual tampering or substitution.

Definitions

Application(s)	Programs, or groups of programs, that are designed for the end user.
Authorized University User	Anyone who has followed account application procedures and has been granted access to any or all of the computing or Network resources of Eastern Kentucky University for reasons consistent with the mission of the University, and consistent with this policy.
Confidential Information	Personally Identifiable Information or sensitive information including, but not limited to, social security numbers, EKU

	identification numbers, student grade information, sensitive reports, medical records, military records, student disciplinary records, personnel records, and counseling and disability records.
Information Security	Protection of information by recognizing, removing, and defending against any malicious effects on the University's information.
Information Security Controls	Safeguards or countermeasures to avoid, detect, counteract, or minimize security risks to physical property, information, computer systems, or other assets.
Information Security Plan	Formal, detailed plan enumerating the steps required to achieve University goals with regard to Information Security.
Information Systems	A combination of hardware, software, infrastructure and trained personnel organized to facilitate planning, control, coordination, and decision making in an organization.
Laws, Regulations, and Policies	Federal or state laws, administrative regulations, and University policies, regulations, or procedures.
Network	A series of points, or nodes, interconnected by communication paths for the purpose of transmitting, receiving and exchanging data, voice and video traffic.
Non-Public or Business-Critical Information	Information protected from disclosure by federal and state law and regulations.
Personally Identifiable Information (PII)	<p>An individual's first name or first initial and last name; personal mark; or unique biometric or genetic print or image, in combination with one (1) or more of the following data elements:</p> <ul style="list-style-type: none"> - An account number, credit card number, or debit card number that, in combination with any required security code, access code, or password, would permit access to an account; - A social security number; - A taxpayer identification number that incorporates a social security number; - A driver's license number; - state identification card number; - A passport number or other identification number issued by the United States government; or - Individually identifiable health information as defined in 45 C.F.R sec. 160.103, except for education records covered by the Family Educational Rights and Privacy Act, as amended, 20 U.S.C. sec. 1232g (KRS 61.931 (6) (a-f))
Point of Sale (POS) Device	Electronic device used to process card payments.
University	Eastern Kentucky University
University Community	Students, faculty and staff, as well as anyone doing business for or with the University.
Users	Anyone who uses computing or Network facilities.

Responsibilities

Chief Information Officer (CIO)	Ensure that institutional policies are developed and enforced in accordance with this policy.
Deputy Chief Information Officer (DCIO)	Responsible for the University's security program and for ensuring that all institutional policies, procedures, and standards are developed, implemented, maintained, and monitored for compliance.
Students, Faculty and Staff	All University employees (students, faculty and staff) are required to ensure compliance with this policy, detailed in the Procedures section.
Information Technology (IT)	Develop, publish, and maintain Information Security policies and procedures for protection of University information, Information Systems and supporting infrastructure.
University	Eastern Kentucky University will provide secure, reliable, and accessible systems for students, faculty, and staff.

Violations of the Policy

Compliance with Information Security procedures developed pursuant to this policy is mandatory. Violations of the procedures constitute violations of this policy. Any division within the University may have additional, more restrictive Information Security policies or procedures which must be followed.

Violations of this policy and the procedures will be handled under normal University disciplinary procedures applicable to the relevant persons or departments. The University may suspend, block or restrict access to information and Network resources when it reasonably appears necessary to do so in order to protect the integrity, security, or functionality of University resources or to protect the University from liability. The University may refer suspected violations of applicable law to appropriate law enforcement agencies.

Violations of this policy and the procedures can result in disciplinary action up to and including separation from the University and/or exclusion from University programs, facilities and privileges. Violations of law may result in fines and imprisonment.

Interpreting Authority

Vice President for Finance and Administration

Chief Information Officer

Deputy Chief Information Officer

Relevant Links

[11.2.2P, Code of Ethics for Computing and Communications](#)

[11.2.3R, Information Security Incident Response](#)

[11.3.1P, Records Management](#)

Policy Adoption, Review and Approval

Policy Issued

<u>Date</u>	<u>Entity</u>	<u>Action</u>
12/03/18	Faculty Senate	Recommend Approval
09/05/18	Provost's Council	Recommend Approval
07/10/18	Staff Council	Recommend Approval
06/01/18	President Benson	Adopted Interim Policy

I. Repeal Policy 5.1.1, Hazing Policy

II. Issue

The proposal is to repeal Policy 5.1.1.

III. Background

Policy 5.1.1 was established in 2010 to comply with KRS 164.375 to adopt policy statements regarding hazing activities that apply to the conduct of students, organizations, faculty and staff, as well as visitors and guests.

In 2018, stakeholders across campus, including University Counsel, the Dean of Students, and the Director of Student Conduct and Community Standards, drafted and finalized the Eastern Kentucky University Statement on Hazing to be included in the Student Handbook, consistent with the majority of Kentucky colleges and universities.

Repeal of this policy also provides a degree of nimbleness necessary to respond to any statutory or regulatory changes.

IV. Alternative

The alternative is not to repeal Policy 5.1.1.

V. President's Recommendation

The President recommends approval.



5.1.1P

Volume #5, Volume Title Student Affairs

Chapter 1, Chapter Title: Student Life

Section 1, Policy Name: Hazing Policy

Approval Authority: Board of Regents

Responsible Executive: Associate Provost and Vice

President for Student Affairs

Responsible Office(s): Student Affairs

Effective: 1/25/10

Expires: N/A

Last Revised: 1/25/10

Next Review Date: 1/25/15

Hazing Policy

Statement

Eastern Kentucky University is concerned about the emotional, psychological, and physical health and well-being of its students. Any form of hazing by individuals or groups is unacceptable and is in direct conflict with institutional values related to the rights and dignity of students, all of whom have the right to belong to groups without risk of danger or humiliation. Consent to hazing is never a defense to a violation of this policy.

Purpose

All Kentucky colleges and universities are required by state statute to adopt a policy regarding hazing. The intent of this policy is to set forth the University's position regarding hazing and to fulfill the directive by the state statute to establish a policy. The University believes that new and existing members of groups and teams can expect to participate in educational and enjoyable activities that build teamwork and camaraderie among all members of the group. Such activities are intended to create a sense of identity and commitment within a group and are generally acceptable and encouraged. However, students should never be subject to any form of hazing by either an individual or a group.

Entities Affected

All Members of the Campus Community, in particular:

- Band Members
- Club Sport Participants
- Members of Registered Student Organizations
- Members of University Affiliated Groups
- Social Sorority and Fraternity Members
- Student Athletes

Who Should Read

- Students – Especially those involved in organizations with pledging processes or new member programs
- Student-athletes, band members, Social Sorority and Fraternity Members, Registered Student Organizations (RSO), Club Sports, and any university affiliated groups

- Advisors to RSOs
- All Athletics Department Staff
- Faculty
- Alumni involved in the above mentioned organizations
- Office of Student Rights and Responsibilities
- All Student Affairs Staff

Background

House Bill 325 was enacted by the 1986 Session of the Kentucky General Assembly. KRS 164.375 states:

(1) The boards of trustees of the University of Kentucky and the University of Louisville and the boards of regents of those state colleges set out in KRS 164.290 shall, within ninety (90) days of July 15, 1986, adopt statements of campus policy which prohibit any action or situation which recklessly or intentionally endangers mental or physical health or involves the forced consumption of liquor or drugs for the purpose of initiation into or affiliation with any organization. Such policy statements shall govern the conduct of students, faculty and other staff as well as visitors and other licensees and invitees on such campuses and property. The penalties for violations of such policy statements shall be clearly set forth therein and shall include provisions for the ejection of a violator from such campus and property, in the case of a student or faculty violator his suspension, expulsion or other appropriate disciplinary action and, in the case of an organization which authorizes such conduct, rescission of permission for that organization to operate on campus property. Such penalties shall be in addition to any penalty pursuant to the penal law or any other chapter to which a violator or organization may be subject. A copy of such policy statements which prohibit reckless or intentional endangerment to health or forced consumption of liquor or drugs for the purpose of initiation into or affiliation with any organization shall be given to all students enrolled in said college and shall be deemed to be part of the bylaws of all organizations operating on said campus. (2) Nothing contained in this section is intended nor shall it be construed to limit or restrict the freedom of speech nor peaceful assembly.

Effective: July 15, 1986

History: Created 1986 Ky. Acts ch. 366, sec. 1, effective July 15, 1986.

Criteria

There are two primary conditions that create a hazing dynamic:

1) New members often wish to be accepted, either formally or informally, into any group, and will submit to hazing in order to be included. However, consent to be hazed does not excuse hazing. Students have died or been seriously injured as a result of participating in activities to which they have "consented." The psychological pull to be accepted is so strong that hazing victims cannot be expected to resist hazing, even if the hazing is presented as optional. That this pull can be so coercive should make this need to prohibit this conduct, to any degree, undeniably clear.

2) Any activity that places new or existing members in a subservient position to experienced members creates an unhealthy and unsafe power dynamic in which control has been yielded to

the experienced member. New or existing members in any organization may expect to be trained, oriented, or indoctrinated, but membership in any group that puts a new or existing member in a lesser role, unrelated to the original conditions for membership or mission of the group, is inappropriate and unfair to the new or existing members. Any activities of membership should be equally shared among experienced and new members in order to eliminate any possible elements of hazing or the perception of hazing.

Definitions

Hazing	Hazing is any reckless or intentional act, occurring on or off campus, that produces physical, mental, or emotional pain, discomfort, humiliation, embarrassment, or ridicule directed toward other students or groups (regardless of their willingness to participate), that is required or expected of new members and which is not related to the mission of the team, group, or organization. This includes any activity, whether it is presented as optional or required, that places any member in a position of servitude as a condition of membership or continuing membership.
Typical Forms of Hazing	<p>It would be impossible to list all behavior that could be deemed to be hazing. Hazing behaviors include but are not limited to the following:</p> <ol style="list-style-type: none"> 1. any physical act of violence expected of, or inflicted upon, another 2. any physical activity expected of, or inflicted upon, another, including calisthenics 3. pressure or coercion of another to consume any legal or illegal substance 4. making available unlawful substances 5. excessive fatigue or sleep deprivation as a result of any activities 6. forced exposure to the weather 7. kidnapping, forced road trips, and/or abandonment 8. required carrying of or possessing of a specific item or items 9. servitude (expecting a new member to do the tasks of an experienced member) 10. costuming and alteration of appearance 11. line-ups and berating 12. coerced lewd conduct 13. degrading games, activities or public stunts 14. interference with academic pursuits 15. violation of University policy

	16. assignment of illegal and unlawful activities
Offending Individual	<p>A person commits an offense if the person:</p> <ul style="list-style-type: none"> engages in hazing; or solicits, encourages, directs, aids, or attempts to aid another in engaging in hazing; or intentionally, knowingly, or recklessly permits hazing to occur; or has firsthand knowledge of the planning of a specific hazing incident or firsthand knowledge that a specific hazing incident has occurred, and knowingly fails to report said knowledge to the appropriate ECU officials.
Offending Organization	<p>An organization commits an offense if the organization:</p> <p>Condone or encourages hazing or if any officer, member, pledge, or alumni of the organization commits, condones, encourages, or assists in the commission of hazing.</p>
Investigation Committee	<p>The Investigation Committee will be made up of:</p> <p>1 Staff Member - 3 year term</p> <p>1 Faculty Member – 2 year term</p> <p>1 Student Member (ideally a justice on the Student Court) – 1 year term</p> <p>1 Non-voting Advisor selected from the area (i.e. Athletics, Greek Life, Music Department, etc.) being investigated. This is designed to give input/background from the perspective of the group in question. This individual will be selected by and serve at the discretion of the committee.</p> <p>Associate Director for Student Involvement and Leadership – Ex Officio, non-voting member. (The purpose of this position is to help ensure consistency in the process from investigation to investigation and year to year. He/she can also double as the “non-voting Advisor” selected from the area being investigated should the incident involve Greek Students)</p> <p>Vacancies on this committee are nominated by the Vice President for Student Affairs and appointed by the President at the beginning of each academic year.</p>

University

Eastern Kentucky University

Responsibilities

Investigation Committee	<ul style="list-style-type: none"> Responsible for investigating and generating preliminary findings of facts for allegations against individuals for violations of the University Hazing Policy and Procedures. Responsible for investigation, generating findings of facts, and determining sanctions for allegations against groups for violations of the University Hazing Policy and Procedures. The committee will operate on a majority rules basis.
Vice President for Student Affairs	<ul style="list-style-type: none"> Responsible for nominating the Investigation Committee to the President each year
Associate Vice President for Student Affairs / Dean of Students	<ul style="list-style-type: none"> Responsible for hearing all appeals related to group responsibility. Sanctions against individuals are handled through the normal student disciplinary process.
Associate Vice President for Student Affairs	<ul style="list-style-type: none"> Responsible for the oversight of the University Hazing Policy and Procedures. Serves as a resource to the Investigation Committee

Procedures

Determination whether to perform an interim suspension	Determination is made by the appropriate entities in the area of question as to the legitimacy and severity of the allegation. Determination is then made as to the appropriateness to immediately suspend the organization pending a full investigation.
Investigation	A thorough investigation is completed with interviews of appropriate individuals who might have information about the allegation. A complaint must be in writing to initiate the process.
Identification of any inappropriate conduct	After interviewing all appropriate individuals, a determination is made as to the perceived facts regarding the allegation. Any inappropriate conduct must be associated with individuals, the group, or both.
Allegations against Individuals	Allegations against individuals for inappropriate conduct will be investigated by the Investigation Committee which will generate preliminary findings of facts. The preliminary finding of facts will be referred to the Office of Student Rights and Responsibilities.
Allegations against Groups	Allegations against groups for inappropriate conduct will be investigated by the Investigation Committee. The Investigation Committee will generate findings of facts and will determine appropriate sanctions for the group.
Appeals by Groups	In each case involving the imposition of a penalty or sanction, the accused group has the right to appeal the decision. An appeal of a disciplinary decision may be made only on justifiable grounds including irregularity in the proceedings, punishment inconsistent with the nature of the offense, or additional pertinent information not previously available to the Investigation Committee. Such appeals will be directed to the Associate Vice President for Student Affairs / Dean of Students (AVPSA). Groups who wish to appeal a decision must submit a written appeal to the AVPSA within five class days following the decision. The AVPSA has five class days to render a decision. The decision of the AVPSA is final.

Violations of the Policy

Violations of this policy may result in campus judicial action, organization sanctions, and may be subject to criminal prosecution. Any retaliation against any person who reports, is a witness to, or is involved with or cooperates with the investigation or adjudication of hazing is strictly prohibited.

Interpreting Authority

Associate Provost / Vice President for Student Affairs

Statutory or Regulatory References

KRS 164.375

House Bill 325, enacted by the 1986 Session of the Kentucky General Assembly.

KRS 164.370 provides that the Board of Regents may invest the faculty or a committee with the power to suspend or expel a student. Eastern Kentucky University's Student Disciplinary Council is the only body authorized to suspend or expel a student.

Relevant Links

N/A

Policy Adoption Review and Approval

Approved as an interim policy by the President on September 16, 2009.
Approved by the Board of Regents on January 25, 2010.

I. Approve ECU Statement on Hazing in Student Handbook

II. Issue

The proposal is to adopt the ECU Statement on Hazing in the Student Handbook

III. Background

The Statement on Hazing has been revised to comply with KRS 164.375 and reflect current procedures.

IV. Alternatives

The alternatives are not to adopt the ECU Statement on Hazing or to revise the ECU Statement on Hazing.

V. President's Recommendation

The President recommends approval.

Eastern Kentucky University Statement on Hazing

Introduction

Eastern Kentucky University is concerned about the emotional, psychological, and physical health and well-being of its students. Any form of hazing by individuals or groups is unacceptable and is in direct conflict with institutional values related to the rights and dignity of students, all of whom have the right to belong to groups without risk of danger or humiliation. Consent to hazing is never a defense to a violation of this policy.

All Kentucky colleges and universities are required by state statute KRS 164.375 to adopt policy statements regarding hazing activities, and, as required by statute, this policy applies to the conduct of students, organizations, faculty and staff, as well as visitors and other licensees and guests on campus.

The intent of this statement is to set forth the University's position regarding hazing and to fulfill the statutory directive. The University believes that new and existing members of groups and teams can expect to participate in educational and enjoyable activities that build teamwork and camaraderie among all members of the group. Such activities are intended to create a sense of identity and commitment within a group and are generally acceptable and encouraged. However, students should never be subject to any form of hazing by either an individual or a group.

This policy shall be incorporated into the Student Handbook, and shall be deemed included in the bylaws of all organizations operating on campus

Criteria

There are two primary conditions that create a hazing dynamic:

- 1) New members often wish to be accepted, either formally or informally, into any group, and will submit to hazing in order to be included. However, consent to be hazed does not excuse hazing. Students have died or have been seriously injured as a result of participating in activities to which they have "consented." The psychological pull to be accepted is so strong that hazing victims cannot be expected to resist hazing, even if the hazing is presented as optional. That this pull can be so coercive should make this need to prohibit this conduct, to any degree, undeniably clear.
- 2) Any activity that places new or existing members in a subservient position to experienced members creates an unhealthy and unsafe power dynamic in which control has been yielded to the experienced member. New or existing members in any organization may expect to be trained, oriented, or indoctrinated, but membership in any group that puts a new or existing member in a lesser role, unrelated to the original conditions for membership or mission of the group, is inappropriate and unfair to the new or existing members. Any activities of membership should be equally shared among experienced and new members in order to eliminate any possible elements of hazing or the perception of hazing.

Definitions

Hazing is any reckless or intentional act, occurring on or off campus, that produces physical, mental, or emotional pain, discomfort, humiliation, embarrassment, or ridicule directed toward other students or groups (regardless of their willingness to participate), that is required or expected of new members and which is not related to the mission of the team, group, or organization. This includes any activity, whether it is presented as optional or required, that places any member in a position of servitude as a condition of membership or continuing membership.

Typical Forms of Hazing

While it would be impossible to list all behavior that could be deemed to be hazing. Hazing behaviors include but are not limited to the following:

1. any physical act of violence expected of, or inflicted upon, another
2. any physical activity expected of, or inflicted upon, another, including calisthenics
3. pressure or coercion of another to consume any legal or illegal substance
4. making available unlawful substances
5. excessive fatigue or sleep deprivation as a result of any activities
6. forced exposure to the weather
7. kidnapping, forced road trips, and/or abandonment
8. required carrying of or possessing of a specific item or items
9. servitude (expecting a new member to do the tasks of an experienced member)
10. costuming and alteration of appearance
11. line-ups and berating
12. coerced lewd conduct
13. degrading games, activities or public stunts
14. interference with academic pursuits
15. violation of University policy
16. assignment of illegal and unlawful activities
17. forced consumption of drugs or alcohol

A person commits an offense if the person:

- engages in hazing; or
- solicits, encourages, directs, aids, or attempts to aid another in engaging in hazing; or
- intentionally, knowingly, or recklessly permits hazing to occur; or
- has firsthand knowledge of the planning of a specific hazing incident or firsthand knowledge that a specific hazing incident has occurred, and knowingly fails to report said knowledge to the appropriate ECU officials.

An organization commits an offense if the organization:

- Condones or encourages hazing.
- If any officer, member, pledge, or alumni of the organization commits, condones, encourages, or assists in the commission of hazing.

Investigation Committee

The investigation committee for allegations of hazing will be selected from a pool representing staff, faculty and students. The hazing committee will consist of at least three persons with no less than two faculty or staff members. The overall size of the committee will depend on the scope of the investigation needed to address the hazing allegations.

Committee Membership

The pool of committee members will consist of six (6) faculty members, six (6) staff members, and six (6) student members. Each College will designate one faculty member to serve for two year terms. Staff members will be appointed by the Vice President of Student Success. Student members will be designated by the Student Government Association and must be in good standing with the university. The Associate Vice President for Student Affairs/Dean of Students, and Student Conduct and Community Standards staff members shall not be members of the committee.

Responsibilities

Office of Student Conduct and Community Standards

- Assembles the committee based on availability, conflicts of interest and efficiency of committee
- Provides the written complaint and all reported information
- Assures the committee is making reasonable progress in the investigation
- Processes the findings of the committee upon completion of the investigation
- Provides regular training to the Investigation Committee members

Investigation Committee

- Investigates hazing allegations through interviews, data collection, electronic and/or media formats and any reasonable available actions
- Generates a report of findings of facts for individuals and organizations
- Recommends sanctions for allegations against groups for alleged hazing violations
- Operates on a majority rules basis

Dean of Students

- Hears all appeals related to group responsibility

Violations

- Students alleged of hazing violations are adjudicated through the student conduct system as detailed in the Student Handbook and may be referred to the EKUPD for criminal prosecution. Students found in violation of this statement face sanctions detailed in the Student Handbook up to and including suspension, expulsion, or other appropriate disciplinary action.
- Organizations alleged of hazing violations are adjudicated based upon their form.
 - Registered Student Organizations are referred to the Dean of Students
 - Sports Teams are referred to the Athletic Director
 - Club Teams are referred to the Director of Campus RecreationOrganizations found in violation of this policy statement may face sanctions up to and including rescission of permission to operate on campus property and may be referred to the EKUPD for criminal prosecution.
- Faculty members found in violation of this policy statement will be subject to disciplinary action up to and including termination in accordance with University Policy 4.6.16P, Dismissal of Faculty, and may be referred to the EKUPD for criminal prosecution.
- Staff members found in violation of this policy statement will be subject to disciplinary action up to and including termination in accordance with the Staff Handbook and may be referred to the EKUPD for criminal prosecution.
- Visitors, other licensees and guests on campus found in violation of this policy statement may face sanctions up to and including rescission of permission to operate and be present on campus property and may be referred to the EKUPD for criminal prosecution.

Temporary Suspension

In the event that a student organization has allegedly engaged in hazing, and by continuing to function presents a clear and present danger of harm to students, to any member of the University Community, to University property, or to University activities, the Associate Vice President of Student Affairs or their designee may impose temporary measures, including suspension of the organization, as are necessary to protect students, the University Community, University property, and/or the ongoing activities of the University. Such temporary sanctions may exist and be enforced only until final disposition of the case has been made by the appropriate hearing body.

Appeals by Registered Student Organizations

In each case involving the imposition of a penalty or sanction, the RSO has the right to appeal the decision. An appeal of a disciplinary decision may be made only on justifiable grounds including irregularity in the proceedings, punishment inconsistent with the nature of the offense, or additional pertinent information not previously available to the Investigation Committee. Such appeals will be directed to the Dean of Students (DOS). Groups who wish to appeal a decision must submit a written appeal to the DOS within five class days following the decision. The DOS has five class days to render a decision. The decision of the DOS is final.

Non-Retaliation

Any retaliation against any person who reports, is a witness to, or is involved with or cooperates with the investigation or adjudication of hazing is strictly prohibited as the Non-Discrimination and Harassment Policy.

**Eastern Kentucky University
Board of Regents**

**Regular Quarterly Meeting
Agenda**

February 22, 2019

**Black Box Theatre
Center for the Arts
Eastern Kentucky University**

1:30 p.m.

- I. Call to Order**
- II. Election of Officers**
- III. Information Items**
 - A. Committee Reports**
 - 1. Student Life, Discipline and Athletics Committee (Vasu Vasudevan)
 - 2. Institutional Advancement and Honors Committee (Dr. Richard Day)
 - 3. Finance and Planning (Juan Castro)
 - 4. Executive and Academic Affairs (Lewis Diaz)
 - B. Additional Reports to the Board**
 - 1. Matthew Winslow, Faculty Senate Chair
 - 2. Caelin Scott, Staff Council Chair
 - 3. Ryan Wiggins, SGA President
 - 4. Michael Benson, President
 - 5. Lewis Diaz, Chair
- IV. Action Items**
 - A.** Discussion and/or action on White Hall State Historic Site real property transfer
 - B.** Board Innovation Fund (Tom Martin) 132
 - C.** Consent Agenda
 - i. Approval of the January 9, 2019 Board Meeting Minutes (Lewis Diaz).....134
 - ii. Personnel Actions (President Benson) 58
 - iii. Academic Policy Revisions (Dr. Sherry Robinson)..... 61
 - iv. Recommended Retirement Transition Program Participants for 2019-2020 (Dr. Sherry Robinson) 100
 - v. Recommended 2019-2020 Sabbatical Leaves (Dr. Sherry Robinson) 102
 - vi. Administrative Policy Actions (Barbara Kent) 104
 - vii. Approval of Hazing Statement in Student Handbook (Bob Brown)..... 126
 - viii. Student Government Association Constitution Revisions (Ryan Wiggins)..... 12
 - ix. Conferral of Honorary Doctorate (President Benson; Richard Day) 24
 - D.** Proposed Model Laboratory School Tuition and Fees for 2019-2020 (Barry Poynter)..... 36
 - E.** Approval of Schedule for 2019 Board of Regents Regular Meetings.....149
- V. Executive Session**
- VI. New Business**
- VII. Other Business**
- VIII. Adjournment**

EASTERN KENTUCKY UNIVERSITY BOARD OF REGENTS INNOVATION FUND

In order for Eastern Kentucky University to play an important role in the economic, intellectual, and cultural vitality of our service region, the commonwealth, and around the globe, we create and maintain dynamic programs, provide the building blocks for the inventors of the future, and aspires to translate ideas and talents into new products, services, robust employment, and societal advancement for all.

The Innovation Fund established by the Board of Regents at their June 2018 meeting, will consider four innovative and entrepreneurial solutions from five faculty that addresses a significant problem and demonstrate an ability to generate a return on an investment in that problem.

The Board Committee considered 15 projects, requesting \$700,000. From those, the following were approved to be considered by the full Board.

Dr. Dana Bush

Promoting the Health and Well-Being of Children

Eastern is taking over management of the Scholar House Child Care Center in 2019. Along with other health services that the University provides related to pediatrics, dementia, autism, occupational and speech therapy, Dr. Bush's proposal requests funds to reconfigure and expand the Scholar House footprint to leverage Eastern as the health care leader in Kentucky. Early childhood education and care is an economic development indicator, helping Richmond and Madison County to be more attractive to families, start-ups, and corporations that are looking to plant roots or re-locate. Dr. Bush has identified several grant opportunities to match the Board's investment.

Dr. Lindsay Calderon and Dr. Margaret Ndinguri

Springboard for Diagnostic and Chemotherapeutic Platform Development

Dr. Lindsay and Dr. Ndinguri, have been awarded the university's second patent, with 15 claims for their discovery of a chemical compound that better targets specific types of reproductive cancer tumors, while sparing many of the body's normal health cells, reducing the side effects currently associated with treatment. Calderon and Ndinguri's proposal prepares a start-up platform for the patented compounds and the two compounds in the design phase, travel and consultation for the necessary international partnerships, Small Business Technology Transfer (STTR) grant and provisional patent preparation.

Dr. Judy Jenkins

Enabling Infrastructure for Solar Energy

EKU's sustainability efforts are challenged by increased energy demand, rising energy costs, and greenhouse gas emissions from combustion-based energy sources. To address these challenges, Dr. Jenkins' proposal enhances EKU's infrastructure, as well as provides an educational and research platform for students. Immediate use of these funds will enable a pilot solar array (~1000 panels, 300 kW), that tracks panel-by-panel performance. In addition to annual generated energy and reduced emissions, this proof-of concept array positions EKU as a statewide leader in sustainable practices.

Dr. Jason Marion

Rapid Detection and Enumeration of E. coli by a Novel ATP Approach

Disaster and military personnel need water quality results, faster, and more reliable. With a unique ATP Kit (a unit of energy found in living organisms) E. coli levels can be known in under 6 hours, a 4X improvement over current methods. Only a few approaches exist for E. coli, most, if not all, of which require expensive lab resources and are not adaptable to the field. Dr. Marion proposes a solution that must be redacted until the Board meets, but the determination from the novel approach would provide technicians rapid estimates of E.coli densities in water, preventing water-borne illness.

Development of Coli-Glow for Easy Enumeration of E. coli in Water Anywhere

In low-income countries or disaster settings, determining drinking water quality is impractical, but with Dr. Marion's *Coli-Glow* product innovation, anyone, anywhere can determine that quality. When disaster strikes in developing nations, public water supplies are disrupted and not safe to drink. Current water testing methods can quantify E. coli - however, in disaster situations, enumerating E. coli in water is problematic and very expensive. Dr. Marion proposes a solution that must be redacted until the Board meets, This approach can be used as a screening tool for counting E. coli or anti-biotic resistance in the environment and be used by researchers worldwide for identifying anti-biotic resistant hotspots.

The Board Committee

Dr. Javier Alvarez – College of Liberal Arts & Social Science

Dr. Dana Bush – College of Health Science

Dr. Lindsay Calderon – College of Science

Regent Richard Day – Faculty Representative

Dr. Greg Gorbett – College of Justice & Safety

Regent Bryan Makinen – Staff Representative

Dr. Tom Martin – Executive Director, CEDET

Dr. Jerry Pogatshnik – Interim Provost and Dean of Graduate School

Dr. Beth Pollin – College of Business & Technology

**Minutes of a Regularly Scheduled Meeting
Eastern Kentucky University
Board of Regents**

January 9, 2019

**Black Box Theatre
Center for the Arts
Eastern Kentucky University**

I. Call to Order

A regular quarterly meeting of the Eastern Kentucky University Board of Regents convened at 10:48 a.m. at the Black Box Theatre, Center for the Arts, Eastern Kentucky University, Richmond, Kentucky. Mr. Craig Turner, Chair of the Board, presided. Chair Turner noted for the record that the members of the Board were present as follows:

Present

Mr. Craig Turner
Ms. Laura Babbage
Mr. Juan Castro
Dr. Richard Day
Mr. Lewis Diaz
Mr. Bryan Makinen
Ms. Holly Wiedemann
Mr. Ryan Wiggins

Absent

Ms. Nancy Collins
Mr. Vasu Vasudevan

Others Present

Dr. Michael Benson, President
Dr. Jerry Pogatshnik, Interim Senior Vice President for Academics and Provost
Ms. Dana Fohl, University Counsel and Secretary to the Board of Regents
Mr. Dan McBride, Interim Vice President for Development and Alumni Relations
Dr. Gene Palka, Vice President for Student Success
Mr. Barry Poynter, Vice President for Finance and Administration
Members of the faculty and staff
Members of the media
Members of the community

II. Presentation of Hazardous Duty Retirement Coverage

Regent Makinen presented the following resolution:

WHEREAS, The Eastern Kentucky University Board of Regents has determined that it is in the best interest of Eastern Kentucky University that the Board of Regents desire to transfer eligible positions within the University to hazardous duty retirement coverage;

BE IT THEREFORE RESOLVED that the Eastern Kentucky University Board of Regents hereby authorizes the filing of appropriate application materials with the Kentucky Hazardous Duty Retirement Board of Trustees to consider eligible positions with the University for hazardous duty retirement coverage with the earliest start date possible;

Done this the 9th day January, 2019, by the Board of Regents of Eastern Kentucky University.

A motion was made by Regent Diaz to approve the Hazardous Duty Retirement Coverage Resolution. The motion was seconded by Regent Long. The motion passed by voice vote.

III. Presentation of Resolutions and Commendations of the Division of Public Safety and Conferencing and Events

Regent Makinen presented the following resolutions:

WHEREAS, the EKU Conferencing and Events and Division of Public Safety teams were given only eight days to prepare for the visit on October 13, 2018 by U.S. President Donald Trump, Sixth District Congressman Andy Barr and other dignitaries; and

WHEREAS, Conferencing and Events staff worked tirelessly in close collaboration with the President's advance team to plan logistics for an event that would be safe and secure for attendees as well as those who came to protest;

and the Division of Public Safety personnel worked tirelessly in close collaboration with the President's advance team and the United States Secret Service to plan logistics for an event that would be safe and secure for attendees as well as those who came to protest;

WHEREAS, Members of the Conferencing and Events and Division of Public Safety personnel fulfilled their responsibilities with exemplary professionalism, reflecting great credit on themselves and the University; and

WHEREAS, the highly successful staging of the rally earned plaudits from participants and visitors, further inspired confidence in the University's ability to host major events and may lead to more such opportunities in the future;

BE IT THEREFORE RESOLVED that the Eastern Kentucky University Board of Regents hereby recognizes both the EKU Division of Public Safety and Conferencing and Events and

proudly bestows this Commendation in recognition of their tremendous contributions on behalf of the University, community and the Commonwealth;

Done this the 9th day January, 2019, by the Board of Regents of Eastern Kentucky University.

A motion was made by Regent Babbage to approve the Resolutions and Commendations of the Division of Public Safety and Conferencing and Events. The motion was seconded by Regent Wiggins. The motion passed by voice vote.

IV. Information Items

A. Committee Reports

i. Audit and Compliance Committee

Committee Chair Long reported that the Audit and Compliance Committee met that morning, accepted the Audit for Fiscal Year ending June 30, 2018, and approved the minutes from the September 24, 2018 meeting. There was no new business and the committee adjourned.

ii. Finance and Planning Committee

Committee Chair Diaz reported that the Finance and Planning Committee met that morning and heard presentations from Mr. Barry Poynter regarding the financial update and Mr. Kelly Crocker regarding the construction update. The committee approved the minutes from the September 24, 2018 meeting and approved the demolition of surplus property. There was no new business and the committee adjourned.

iii. Executive and Academic Affairs Committee

Committee Chair Turner reported that the Executive and Academic Affairs Committee met that morning and received an update by Dr. Palka regarding Student Success update; an update by President Benson on personnel actions; and the Report from the Council on Academic Affairs by Dr. Robinson. Three items placed on the consent agenda, including the approval of the September 24, 2018 meeting minutes. There was no new business and the committee adjourned.

B. Additional Reports to the Board

i. Mr. Craig Turner, Chair

Mr. Craig Turner, Chair of the Board of Regents, gave the following report:

As I got ready for this meeting today, I took a look at a photo of when I became a Regent a little while back. Have you ever seen the photos of presidents before and after? It's interesting, I had black hair, I was a lot thinner, etc. So it kind of hit me and I went "Wow, it actually has an effect." The other thing that happened this morning that my wife does not know, and I do want to take a moment here -- Madonna, my wife, is here, and she is involved in this as much as I am. She has been behind me, beside me, the entire way.

So, this morning I was making a lot of noise in the closet and I had this weird idea. When I became the Chair, I saw the photo of what I was wearing, so I thought I would put it on today. I would start it and end with it on. Something happened to my clothes in the closet, okay? I don't know if they've dried up or what the problem was, but they didn't fit. So I was in there making all kinds of noise -- she didn't say anything, but I'm sure she was going, "Oh my goodness, what is he doing now?"

But anyway, my thoughts on this are that every story has a beginning and an end. Between those, we have a collection of moments. You know that I've talked about moments a number of times when I speak. But there was a moment twelve and a half years ago that truly changed my life. As a new board member on the ECU Board of Regents, I realized that there were opportunities to raise the bar and to help others have a real advantage to succeed. I was excited to have the opportunity to contribute in academics and in an area, candidly, that I had no experience in. I thought many of my ideas and approaches would be unique but I learned very early that the process requires a successful consensus from others. That was something I wasn't used to, since in my small company I had to make all of the decisions.

So I fast-forward to today and to let you know I have enjoyed a very fulfilling "moment" to serve as your Chair. It has allowed me to work with regents, I can assure you, who care. We have a president who cares. We have staff who care. And we have faculty that have a unique love affair with the students that they help mold and educate. The greatest gift any of us can give to our students is hope and confidence so they can be what they want to be.

The image of college students has changed over the past generations and it remains the challenge of every board member and president to change and adapt when appropriate, and to make tough decisions that ensure the future of the institution. We must protect our core values and our core curriculum. It is the responsibility of regents and trustees to ask questions about what their university is doing to ensure that students are getting a well-rounded education. You've heard me say many times that my definition of a well-rounded education also includes the entire student experience. Students have a choice when they come here, and when they invest it in education at Eastern, it's our responsibility to give a return. One that will give them the tools to be successful.

I never dreamed that when I attended Eastern, that one day I would be the Chair of the Board, but during the past twelve and a half years, over 42,000 students have received degrees. Simply amazing. Everyone in this room does make a difference. It hasn't been easy at times to make some of the tough decisions. We spend a lot of time in life reacting to events we didn't create but we must address. There are more challenges ahead. But, just think how interesting it would be if we could back in time and hear all of the stories since Eastern was founded. Imagine the difficulties that they faced and how they persevered. We are just one small part of the story but I believe ECU is in a better place because of all of us here.

This has been of the most rewarding and challenging things that I have ever done in my life. I have walked across campus and I've seen faces reflecting joy, fear, excitement, regret, insecurity, happiness, pain, exhaustion, heartache and love. The most compelling moment for me occurs during commencement, when first-generation students are recognized. I am amazed each year to see the number of students who stand, and I realize that their lives and the lives of future generations have just been changed.

For me, life is all about family; you just have to ask my kids. It's the most used saying other than "you can't climb the ladder of success with frozen feet" and "if you're not the lead dog, the scenery is always the same." We should never forget that it is the people who make the university, not the other way around. Surprises and challenges remain around every corner, but the secret to success is to be prepared to deal with those surprises.

I believe Eastern is prepared. Eastern is in good hands. To the Regents, keep your heart in the right place and continue to do the right thing. To President Benson, it's been an incredible ride and we have forged a lifetime friendship. My time at Eastern as a student-athlete prepared me for a successful career. Serving on the Board of Regents has enabled me to utilize my education and experience to help lead the University. I made some great friendships here and I thank you for the opportunity to give back. Thank you very much.

ii. Mr. Ryan Wiggins, SGA President

Mr. Ryan Wiggins, SGA President, delivered the following report:

This past semester, my first semester as student body president, was challenging but very successful. We saw a lot of changes early on with the loss of our administrative assistant, but we had a lot of help along the way. Everyone that I talked to was very kind, very willing to help us. So the first thing I would like to do is thank everyone in this room or outside of this room that has helped SGA get to where we are after this semester because we wouldn't have been able to do the things that we did this past semester without all of your help.

Just a few things to report on. SGA has a new inspector general, his name is Cole Bailey, and he has been tasked with leading our chief justice search committee. If you will remember, when I gave the report back in September we had formed that committee but the inspector general at the time had not completed his duties and he was removed from his office. So, we will be having a recommendation for a new chief justice by the second senate meeting this next semester.

You also heard me talk about SGA's new Colonel Pride initiative. That was something that Laura started last year when she was on the board and she served as president, and is something that I wanted to continue. We had a very successful semester with that. Before, we had seven events all of last year and we had 14 or 15 this semester alone. We were able to partner with Greek Life, Student Life. We were able to partner with the Rec and even with Athletics. At the first home basketball game against Marshall, we were able to have our signature event where SGA helped work that event and we were also able to give out some awesome prizes like Yeti cups, ECU sweatshirts, fire sticks, speakers, and it was awesome because we had one of the highest attendances at a basketball game in a very long time for that game. I think everyone in here will remember the half-court shot that will go down in ECU history. So we were very happy to work with Athletics for that.

This next semester SGA has an election that will be coming up in late March. That will be to determine the new slate. So, the new student body president, the new student body president, the new executive vice president, the new SAC vice president, as well as a new senate for the next year. Currently, the SGA office is in Roark, but we have been working right now to move to Coates. We had some issues with our building before. Just look for that move to be

happening as we will be over in the Coates building and we will be updating our information as we get everything there.

Our bylaws and constitution revisions have been going very well. We are almost finished with the constitution, a lot of revisions have been made to the bylaws as well. Once those pass, they will go to our advisory board, and then the constitution of course will have to be brought before the Board of Regents to be approved. So that's something that will be happening hopefully very soon.

Also, the Student Activities Council on SGA, we had one of the most successful semesters that we've ever had. Three of our biggest events were the Colonel Corn Roast, which you heard Dr. Palka talk a little bit about. We also helped with the Zips and Zombies event. We had our haunted house at that event. In years past, that event had 100 to 150 students attend. We had 450 to 500 attend this year. Colonel Corn Roast, it was very successful. We held it in the Powell Plaza. We were able to invite the football team, basketball team, the homecoming court. Dr. Benson was kind enough to come and talk and introduce court as well with that. We had about 600 students come to that event as well. SGA's famous midnight breakfast was not held in its normal location this year, but we were actually able to partner with Aramark and we held that event in the Case Dining Hall. Everyone that we talked to, we did some surveys as well, they said they loved that location and it was very successful. We had over 800 students attend that event as well.

So, it was a very successful year for SGA. There was a lot of growing pains that we had to go through. But we're moving in the right direction and we are excited to see what this next semester brings.

iii. Dr. Marco Ciocca, Faculty Senate Vice Chair

Dr. Marco Ciocca, Faculty Senate Vice Chair, delivered the following report:

The Senate has started its work this Fall Semester with the idea of moving forward after the rather difficult times of last academic year. The standing committees have progressed on their charges, and presented their work to the Senate.

The Academic Quality Committee worked on the charge of how to best deliver quality instruction to large classes (>100 students), without losing sight that on of ECU's commitment to student success. The report is due in March.

The Faculty Welfare committee presented the rates for Health Benefits for the calendar year 2019, and lead a discussion of the new printer program, which promises to realize substantial savings.

The Elections Committee described the procedure for the upcoming Faculty Regent election.

On a somewhat disappointing note, the Co-chair of the Search Committee, Dr. Shirley O'Brien informed the senators of the non-successful status of the search for a new Provost and reminded them that Dr. Jerry Pogatshnik has been asked to step into the role as Interim Provost after Dr. Whitehouse retirement on January 1.

The Senate also showed its appreciation to Dr. Deborah Whitehouse for her well-deserved retirement.

As per Chair Winslow's report of last September, the Senate has reserved 10 minutes at the start of every Senate meeting for the floor will be open to ideas, discussion, proposals, plans, anything that will make ECU a better regional comprehensive university. Lively discussions have ensued and recommendations from the floor were then further discussed by the Executive Committee of the Senate to determine how to proceed.

Recruiting. Provide opportunities for our diverse faculty, graduate assistants and students to assist with both on-campus and e-Campus international recruiting.

Advisor Training. Provide more advisor training for faculty which could positively affect student retention.

Strategic Plan. The campus should have a multi-level discussion (department, college, university) to answer the question: what is the university? The university is essentially academic, and what does that mean? This should be included as part of the strategic plan, and that process should begin soon.

Textbook costs have increased 3 times the rate of inflation and the increased costs place an extra financial burden on students. As a reminder, the library provides a plethora of resources both as subscribed and open access for faculty to use in their courses instead of requiring a textbook. An ad-hoc Committee to Review Textbook Resources has been empaneled, chaired by Senator Z. Eser.

The policy for late class add, as it stands now, has a add date that is late enough that in some cases students can miss up to 2 to 3 class periods as well as 2 labs. There was some concern that this would be a detriment to success. The Executive Committee asked Drs. Gill Hunter and Tanlee Wasson to address this issue. They pointed out that our last day to add is 6 days after the semester begins which closely follows the process used by other Kentucky institutions.

iv. Ms. Stephanie King, Staff Council Chair

Ms. Stephanie King, Chair of Staff Council, delivered the following report:

Good Morning Chair Turner, President Benson and Board of Regents, thank you for allowing me to present one last time to you regarding ongoing Staff Council initiatives.

Not only is today Chair Turner's last BOR meeting this will also be my last time reporting for Staff Council. As you know, Staff Council members are elected to serve three-year terms on a rotating basis and 2018 was the end of my three-year term. I decided that after serving on the council in the duration of its 14-year existence that I would not run for re-election. You could say it is the end of an era, or maybe an end of an error.

Elections were held in November and the following members were elected:

- Ashley Thacker – College of Education and Libraries
- Amanda McIntosh – College of Business & Technology
- Chris Pearl – Maintenance and Skilled Trades in Facilities Service and Housing and Project Administration
- Jennifer Cochran – Training Resource Center
- Heather Foster – College of Health Sciences, Academic Policy & Process, Graduate School and Research, Institutional Effectiveness and Research
- Jeremiah Duerson – Information Technology and Communications & Marketing

Newly elected members attended our December meeting and a review of our by-laws as well as dialog on the importance of attendance and participation were discussed. Terms for these representatives began January 1, 2019. They all showed up to January meeting so we didn't scare anyone off. Sherry Sparks who represented Internal Audit, President's Office, Accounting and Financial Services, Business Services, Budgeting and Financial Planning, Human Resources resigned from the University as of January 3, 2019, therefore, her seat is open and an election will be held soon for her position.

In December, we held our end of year celebration and had some special guests in attendance, President Benson, Chair Turner, and Shelley Park, Staff Emeritus. Shelley was presented with a well-deserved award for her dedication and 34 years of service to ECU.

As part of our Staff Council initiatives we believe it is important to give back to our employees when possible. A movie event has been scheduled for February 9th in the ECU Center for the Arts. We will have some pre show activities beginning at 2pm and "Ralph Breaks the Internet" will begin showing at 2:30pm. Bottled water and popcorn will be provided. This event is open to all Staff members and their immediate family; on behalf of the Staff Council, I would also like to invite all Regents and their families as well.

Our January Staff Council meeting was held yesterday and officers for 2019 were elected. Caelin Scott is here today and will be serving as chair this year. Caelin has been a staff member at ECU for 11 years. She earned her Bachelors, Graduate and Doctoral Degrees from ECU. She will be giving reports at future BOR meetings. I am certain that Caelin will do a fantastic job in the chair position and I am excited to see what the council will accomplish this year and many years to come. Jillian Faith was elected as Vice Chair, Ann Cotton was reelected as Secretary and Heather Foster will serve as Treasurer.

I want to thank each of you for your continued support of the Council and our initiatives during my time as chair. I trust your support to Staff Council will continue and as I will be serving as an ex-officio member this year, I will be sure to keep you all in check.

v. Dr. Michael Benson, President

Dr. Michael Benson, President, delivered the following report:

Good morning, board members and Happy New Year to everybody. From our vantage point we get to look out and see all the reflective "E" lapel pins and Gene has been blinding me all morning because the light hits it just right. We were in a meeting yesterday with senate

leadership and Senator McDaniel took note of our lapel pins and I said if I turn a certain way I can pick up a DirecTV signal. They are very noticeable, and as I looked out and saw so many faculty and staff -- I even have students that come and ask me for pins; if you want one we have plenty in our office -- Mr. Chair, this is emblematic of the pride that all of us feel in this institution and when you see it on a blouse or a jacket or a sport coat, it's close to our heart and that's how we feel about Eastern.

Jerry, I'm so glad you came back for your sixth day. Thank you very much. We welcomed Jerry to his new position. We had a President's Council meeting just the other day and I spoke glowingly of Jerry because I have yet to hear from anybody any criticism of this appointment and Jerry said, "Well, just give it time." He is well prepared and well-suited, and we are delighted to have you, Jerry.

This marks my 25th year of public higher education. Craig mentioned graduation ceremonies. I can't remember how many I've been to, nor how many speakers I've heard, but I would say the student speakers we had in December were some of the best I've ever heard. Now, it may come in May that I'll say those speakers were the best I've ever heard, but it was something about their preparation, the sincerity of their message, their tone. That's what it's all about. And when you get to hear from those speakers that are elected to represent their respective colleges, it was just a very gratifying moment. So I look forward to May but I just wanted to commend the speakers that we had just a few weeks ago.

It's exciting to have students back on campus beginning on Monday. It gets kind of lonely around here. We're really excited for classes to launch. David McFaddin, I don't want to share his news without him being here but he's not here because his wife did give birth to their baby boy last night. His name is Conner. I said, "David, keep Conner out of the Kentucky pension system, whatever you do." So, that was my advice to him.

Crowe talked about GASB 75. You can see it's a liability on our books, and it's not just a number on a paper. I say that because I spent a day yesterday with my fellow comprehensive presidents in Frankfort talking about the issue. I mentioned to some legislators that while UK and U of L were not in the room, they certainly share in the seriousness of this problem. Because until the pension issue is resolved or at least addressed in a way that is moving forward it will continue to suck the oxygen out of the room. Whether it's a committee hearing, whether it's an appropriations discussion, it is the primary focal point right now of all of our discussions. Performance based funding, on top of our pension obligation, really presents some unique challenges for us. I think you heard from Barry that we're doing ok, but we've got to do better as it relates to a few specific areas.

So, moving forward my priorities for the institution, I am certainly open to ideas from the board and we'll have these discussions in the coming weeks. Enrollment, continuing to focus on our students, and Gene talked about that it's important to get them through the door, but those continuing students are so key as well. Also finishing off our facilities projects because we've done a lot in a short amount of time and now it's time for us to kind of reap the benefits of those finished projects. I've heard Dr. Palka talk about the challenges of walking prospective students across campus on tours through construction areas and showing them images on fences, but the finished product is really what's going to help sell these students and their families.

Also, I've been in discussions with Professor Winslow and he has a faculty group that is looking at ways that we can really, I think, be the leader and the tip of the spear with some ideas relative to some faculty innovation.

And finally, I will say we've got to address some acute teaching and learning areas on campus, in terms of facility upgrades. We are delighted that we have the asset preservation fee and we have some ideas to come to the board of how that fee can be used in specific areas as it relates to the Wallace building and to the Combs building, because if a student has a positive or negative experience in that classroom, in that seat, that has a direct correlative effect or impact on that retention and graduation that we have been talking about. So, we have some ideas and we will be bringing them as plans develop with what we want to do with these rooms.

Finally, if I may have a moment of presidential privilege, Mr. Chair. It will be six years ago next month that I met Craig Turner for the first time. Ever since that first encounter, the life of Team Benson has been dramatically and positively impacted. For this and for much more, Chair Turner, I thank you. Socrates once said this: "Be slow to fall into friendship, but when thou art in, continue firm and constant."

For ECU and for me personally, the friendship of Craig Turner has been firm and constant. It has been said that truly effective leaders have the ability to translate vision into reality. Throughout his professional life, Craig -- and I would add that most of the success goes to Madonna, and I am delighted that Madonna is here today -- but you can see Craig's successful endeavors all around us. I was at Triangle Park in Lexington on Saturday to drop Tatum off at a skating party. As I parked along the construction fence of the convention center, there was the hand of Craig Turner, as evidenced by the progress of this nearly \$250 million renovation project. Ask anyone who knows the details of this endeavor and you will quickly learn that without the vision and leadership and dogged determination of Craig Turner, this undertaking does not happen.

Shortly after I dropped off Tatum, Truman insisted, after soccer training, that I take him for his favorite meal: a Caniac Combo. For those faint of heart in the audience, the Caniac Combo is 2,100 calories of what Truman calls "pure deliciousness." As we pulled through the drive-thru of Cane's on the bypass and saw the ECU flag flying proudly by the restaurant, there was the hand of Craig Turner.

Every single day I drive to campus and I approach the intersection of Barnes Mill Road and Lancaster Avenue. I pass the Turner Gate, now arguably one of our campuses most distinct and iconic landmarks. Yes, it's the hand of Craig Turner, but for him, as he stated on the day we cut the ribbon on the gate, this entry point into campus is emblematic of the welcome his entire family has received at Eastern. His wife, Madonna, his parents, his siblings, in-laws, aunts, uncles, nieces, and nephews. I encourage to go by the gate and read the names on the placard of the Turner family members who have entered to gain wisdom and knowledge and left with passion and purpose.

Craig has turned his vision toward Eastern and what has happened these past five years is nothing short of remarkable. Thanks to his steady support and unwavering commitment, we have achieved what many thought was impossible.

I want to end with a story. Four years ago this month, Craig called me and he said he wanted to have a special dinner for all the members of the Board of Regents, the President's

Council, and the Deans. Unbeknownst to me, he had contacted our top-drawer marketing and communication folks and asked them to do a video to one of his favorite songs, "Wake Up Everybody," with Teddy Pendergrass on the lead vocals. I'd like to share that with you today. The world premiere, by the way, was four years ago so it is on YouTube. I would encourage you to watch it. But this is what we watched that night.

[VIDEO PRESENTATION]

As you can see, some of the projects have changed, but most have materialized. We're still waiting for that indoor facility, Mr. Chair, so definitely you and your wife will be welcome. That really says it all.

Finally Hamlet, in speaking of his father, summed it up best, and today I take literary license and apply Hamlet's words to Chair Turner: "He was a man, take him for all in all. I shall not look upon his like again." Thank you, Mr. Chair, and thank you Board of Regents.

V. Action Items

A. Consent Agenda

Chair Turner presented to the full Board the following items on the Consent Agenda for approval:

- i. Approval of the Minutes for the Full Board Meeting on September 24, 2018
- ii. Personnel Actions
- iii. Approval of the Report from the Council on Academic Affairs

The consent agenda items came before the Board upon motions from their committees by committee vote. A motion was made by Regent Long to approve the consent agenda. The motion was seconded by Regent Castro. The motion passed unanimously by voice vote.

B. Approval of Surplus Property Demolition

A motion was brought forth by the Finance and Planning Committee to approve the surplus property demolition. The motion was seconded by Regent Castro. The roll was called and the following members voted "aye": Laura Babbage, Juan Castro, Richard Day, Lewis Diaz, Alan Long, Bryan Makinen, Holly Wiedemann, Ryan Wiggins, Craig Turner. Nancy Collins and Vasu Vasudevan were absent. The motion passed.

C. Approval of the Audit for Fiscal Year Ending June 30, 2018

Regent Long made a motion to approve the Audit for Fiscal Year Ending June 30, 2018. The motion was seconded by Regent Wiedemann. The roll was called and the following members voted "aye": Laura Babbage, Juan Castro, Richard Day, Lewis Diaz, Alan Long, Bryan Makinen, Holly Wiedemann, Ryan Wiggins, Craig Turner. Nancy Collins and Vasu Vasudevan were absent. The motion passed.

VI. New Business

A. Election of Officers

A motion was made by Chair Turner that Regent Lewis Diaz becomes Chair, Regent Alan Long continue as Vice Chair, Barry Poynter continue as Treasurer, and Regent Bryan Makinen becomes Secretary. The motion was seconded by Regent Babbage. The roll was called and the following members voted “aye”: Laura Babbage, Juan Castro, Richard Day, Lewis Diaz, Alan Long, Bryan Makinen, Holly Wiedemann, Ryan Wiggins, Craig Turner. Nancy Collins and Vasu Vasudevan were absent. The motion passed.

B. Resolution in Recognition of William Craig Turner and Designation as Chair Emeritus

Regent Alan Long presented the following resolution:

WHEREAS, William Craig Turner (“Turner”) was first appointed to the Eastern Kentucky University (“EKU”) Board of Regents (“Board”) by Governor Ernest L. Fletcher on July 28, 2006, and was reappointed to the Board by Governor Steven L. Beshear on July 25, 2012;

WHEREAS, Turner was the chair of the Presidential Search and Screening Committee, which successfully recruited and hired the University’s 13th and current President, Dr. Michael T. Benson;

WHEREAS, having previously served as Vice Chair and Finance and Planning Committee Chair, on January 25, 2013, Turner was first elected as the Chair of the ECU Board;

WHEREAS, under Turner’s leadership, the University embarked on a \$250 million campus revitalization, the most ambitious initiative in its history;

WHEREAS, as part of that revitalization initiative, Turner led ECU in successfully securing the state funding for a two-phase, state-of-the-art Science Building, totaling \$130 million and spanning more than 326,000 square feet, the largest such facility on any college campus in the Commonwealth, with Phase 2 becoming the University’s first academic space to earn LEED Gold status by the U.S. Green Building Council;

WHEREAS, Turner was instrumental in spearheading and negotiating the University’s first ever public-private partnership, which resulted in the privately-funded construction of Martin and North Halls, a \$75 million project resulting in 1,096 beds in suite-style rooms; the acquisition of the Grand Campus structure, ECU’s first 500+ student apartment complex; the University’s first parking garage, an \$8 million project, resulting in four levels and more than 360 spaces; and the construction of the Carloftis Gardens;

WHEREAS, continuing the revitalization efforts, Turner steered the University through a number of other capital improvements, including: the University’s privately funded new student dining facility, a 55,000-square-foot, \$24 million project; the University’s new \$43 million, 130,000-square-foot student recreational center; renovations to the University’s student center, a \$22 million project; and \$15 million in athletics facility improvements, including a new baseball stadium, new

softball stadium, new baseball and softball hitting and pitching facilities, and a new east side of Roy Kidd Stadium;

WHEREAS, under Turner's tenure, ECU partnered with the Kentucky River Foothills Development Council, Inc. for the construction of the \$10 million Eastern Scholar House to serve single-parent families who are attending college;

WHEREAS, on August 17, 2016, Turner Gate was dedicated, made possible due to the generous philanthropic support of the Turner family, and quickly became a landmark for ECU, reminding all students of the "wisdom" and "knowledge" imparted by the University;

WHEREAS, Turner established The Arlington Classic in 2014, which has raised more than \$100,000 for the ECU men's and women's golf teams;

WHEREAS, Turner, alongside Dr. Michael T. Benson, established the President's Research and Scholarship Fund;

WHEREAS, Craig and Madonna Turner created and provided the seed money for the Board of Regents Scholarship Fund;

WHEREAS, since Turner's tenure on the Board, ECU has awarded 41,253 total degrees;

WHEREAS, during Turner's tenure, ECU's enrollment reached a record high of 16,881 students;

WHEREAS, during Turner's tenure, ECU's freshman retention rate increased by 11%;

WHEREAS, during Turner's tenure, ECU's four-year graduation rate increased by almost 20%;

WHEREAS, Turner has completed nearly 13 years of distinguished leadership and meritorious service on the Board of Regents of Eastern Kentucky University;

WHEREAS, Turner steadfastly served as a valued and effective advocate for Eastern Kentucky University;

BE IT THEREFORE RESOLVED, that the Eastern Kentucky University Board of Regents hereby highly commends Mr. Turner for the invaluable contributions he has made to Eastern Kentucky University; and, with special appreciation for the excellent leadership he has provided, for the countless hours he has devoted, and the exemplary service he has rendered, the Board of Regents hereby officially bestows the title of Chair Emeritus upon Mr. William Craig Turner.

Done this the Ninth Day of January, 2019, by the Board of Regents of Eastern Kentucky University.

A motion was made by Regent Long to approve the Resolution in Recognition of William Craig Turner and Designation as Chair Emeritus. The motion was seconded by Regent Castro. The motion passed by voice vote.

Following the motion, Chair Diaz made the following remarks:

Craig, you have been a friend, you have been a mentor, and all of my life I have been very lucky, from my older brother to the current day, to have good mentors.

I came to ECU in 1996. I was 17 years old when I got here. I was in a locker room full of men, competing. To be honest with you, every day I wanted to go home. I was homesick. It was a little bit of a culture shock from Miami to Richmond. Man, am I glad I didn't go home. In the locker room there was a sign that said, "Those who stay will be champions," and on the practice field there was a big sign that said, "Expect to Win." Sometimes if you just keep showing up, you can win.

What did I gain? I gained an education that has served me my entire life and set the foundation for many of the successes that I have had. I gained a wife -- I met my wife here at ECU --- and I gained a very specific understanding of what it takes to win at a championship level.

Folks, I know that I can't be Craig Turner. That job is taken and it's adequately performed. But I can promise you, Craig, and everybody else in the room that I will give it everything that I've got. I will serve with a passion that will make you proud, and I will never apologize for expecting ECU to win and I will never apologize for having the highest possible degree of Colonel Pride.

With that being said, there is particular medallion that is worn during graduation. I think it's somewhere in the room, I don't know where, but we want you to have that medallion.

[CHAIR EMERITUS TURNER PRESENTED WITH MEDALLION]

Chair Emeritus Turner made the following remarks:

There were a lot of nice things said but I do mean it from my heart that obviously I didn't do all those things by myself, by no stretch of my imagination or anybody else's. It is everybody in this room. There are some special things that take place here and it's actually fun and it's exciting to see people's lives change when they come here. I read an article the other day about people who have been state dignitaries, who have been on university boards, to our founding fathers, a number of whom have been on boards or benefactors to universities. All the people that have served on these boards, from the very beginning to now, have given a lot of time and a lot of energy. I do think that they've made a difference, and this group will continue to make a difference.

Thank you for all the great and kind comments. I love it when you embellish things and make me feel good. I noticed I did not get an award about timely board meetings. Which is something for some reason I have great difficulty with. To all of you that are out there: thank you. Over these years I've been able to meet and know a lot of people and develop a lot of unique friendships. As we all know, it's not easy all the time. But I think as long as you keep doing the right thing, it will all work out.

Again, thank you very much. I am honored and I am humbled, and I thank you.

VII. Adjournment

There being no further business, Chair Diaz requested a motion to adjourn. A motion was made by Regent Makinen to adjourn the meeting. The motion was seconded by Regent Long. The motion passed by voice vote, and the meeting was thereby adjourned at 11:48 a.m.

Bryan Makinen

Date

EASTERN KENTUCKY UNIVERSITY

BOARD OF REGENTS

REGULAR MEETING SCHEDULE

Date	Time	Location	Host
February 22	Committees 12:30 p.m., Board Meeting 1:30 p.m	Center for the Arts-Black Box	Business meeting
April 23	Committees 12:30 p.m., Board Meeting 1:30 p.m	Keen Johnson, Walnut Hall	Aviation
June 18	Committees 12:30 p.m., Board Meeting 1:30 p.m	Center for the Arts	Budget meeting
September 17	Committees 12:30 p.m., Board Meeting 1:30 p.m	Whitlock (O'Donnell Auditorium)	Student Success & Student Life
November 19	Committees 12:30 p.m., Board Meeting 1:30 p.m	Martin Hall	Housing